

360 Capital



Notice of Annual General and General Meetings

360 Capital Group Limited ACN 113 569 136

360 Capital Investment Trust ARSN 104 552 598

This is an important document and requires your immediate attention.
You should read this document in its entirety before deciding how to vote.
If you are in any doubt about what to do, you should consult your
financial, legal, tax or other professional adviser without delay.

Important Notices

What is this document?

Notice is given that the Annual General Meeting of members of 360 Capital Group Limited ACN 113 569 136 (the "**Company**") and a General Meeting of members of 360 Capital Investment Trust ARSN 104 552 598 (the "**Trust**") (together, the "**Meetings**") will be held concurrently as set out in this document.

Concurrent Meetings are being held for the Company and the Trust, as they have identical Securityholders following the stapling of the shares in the Company with the units in the Trust, those securities are referred to as ("**Securities**" or "**Stapled Securities**").

This Notice is issued by the Company and 360 Capital FM Limited ACN 090 664 396 as responsible entity of the Trust ("**Trust RE**"). The constitutions of the Company and the Trust ("**Company Constitution**" and "**Trust Constitution**" respectively) provide that meetings of Securityholders of both the Company and the Trust may be held in conjunction with each other while stapling of the shares in the Company to the units in the Trust applies. Accordingly, where applicable, the Meetings will be a meeting of both the Company and the Trust (the "**Group**").

The purpose of this Notice is to provide information about receiving the Group's 2025 Annual Financial Statements and Report, re-election of Company Directors, seek approval to potential termination benefits, (the "**Resolutions**") and to provide such other information considered material to the decision of Securityholders in determining how to vote on the Resolutions. All information in this document forms part of the Notice.

No investment advice

The information contained in this Notice does not constitute financial product advice and has been prepared without reference to your particular investment objectives, financial situation, taxation position and needs. It is important that you read the Notice (including the Explanatory Memorandum) in its entirety before making any investment decision and any decision on how to vote on any Resolution.

Any questions?

360 Capital Group is committed to providing all Company shareholders and Trust unitholders (together, "**Securityholders**") with an opportunity to ask questions in advance of the Meetings. If you have any questions about your holding of Stapled Securities or the Resolutions, please contact 360 Capital Investor Services on 1300 082 130. If you are in any doubt on how to vote on the Resolutions or the action to be taken, you should contact your financial, legal, tax or other professional adviser without delay.

Meetings details and important dates

Last date and time for receipt of Proxy Forms	1.00pm (AEDT) Tuesday 25 November 2025
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Date and time to determine your eligibility to vote at the Meetings	7.00pm (AEDT) Tuesday 25 November 2025
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Date and time of the Meetings	1.00pm (AEDT) Thursday 27 November 2025
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Place	The Annual General Meeting and General Meeting will be held at: Gateway Tower 1 Macquarie Place Sydney, NSW 2000
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Notice of Meetings

360 CAPITAL GROUP LIMITED ACN 113 569 136 ("Company")

360 CAPITAL INVESTMENT TRUST ARSN 104 552 598 ("Trust")

Fiscal 2025 Annual General and General Meetings

Notice is given that the Annual General Meeting of members of the Company and a General Meeting of members of the Trust will be held concurrently as follows:

Date: Thursday 27 November 2025

Time: 1.00pm (AEDT)

Place: The Meetings will be held at:

Gateway Tower
1 Macquarie Place
Sydney, NSW 2000

The Explanatory Memorandum accompanying this Notice of Meetings provides additional information on matters to be considered at the Annual General and General Meetings. The notes about the Meetings and Explanatory Memorandum are part of this Notice of Meetings.

Business of the Meetings

COMPANY ITEMS OF BUSINESS:

Item A. FY25 Financial Statements and Report

To receive the Company's Annual Report 2025, including the Directors' Report and Financial Statements for the Company together with the Independent Auditor's Report for the year ended 30 June 2025:

No resolution is required for this item of business.

Item B. Approval of the Fiscal 2025 Remuneration Report

The meeting is asked to consider and if thought fit, pass the following resolution as an ordinary resolution of the Company:

Resolution 1: Approval of 2025 Remuneration Report

"That, for the purposes of section 250R(2) of the Corporations Act 2001 and for all other purposes, the Remuneration Report of the Company for the financial year ended 30 June 2025 as contained in the Director's Report for the Company be approved."

The vote on this resolution is advisory only and does not bind the Directors or the Company.

Item. C Re-election of Directors

- 1) Mr David van Aanholt, being a Director of the Company who retires from office in accordance with the Constitution of the Company and ASX Listing Rules and being eligible and having offered himself for re-election, seeks re-appointment as a Director at this Annual General Meeting.

The meeting is therefore asked to consider and if thought fit, to pass the following resolution as an ordinary resolution of the Company.

Resolution 2: Approval of Re-election of David van Aanholt

“That Mr David van Aanholt, being a Director of the Company who retires from office in accordance with the Constitution of the Company and ASX Listing Rules and being eligible and having offered himself for re-election, is re-appointed as a Director of the Company.”

- 2) Mr Andrew Moffat, being a Director of the Company who retires from office in accordance with the Constitution of the Company and ASX Listing Rules and being eligible and having offered himself for re-election, seeks re-appointment as a Director at this Annual General Meeting.

The meeting is therefore asked to consider and if thought fit, to pass the following resolution as an ordinary resolution of the Company.

Resolution 3: Approval of Re-election of Andrew Moffat

“That Mr Andrew Moffat, being a Director of the Company who retires from office in accordance with the Constitution of the Company and ASX Listing Rules and being eligible and having offered himself for re-election, is re-appointed as a Director of the Company.”

Item D. Approval of Potential Termination Benefits

The Potential Termination Benefits in respect of Glenn Butterworth for all purposes including for the purposes of Sections 200B and 200E of the Corporations Act.

The meeting is asked to consider and if thought fit, pass the following resolution as an ordinary resolution of the Company:

Resolution 4. Approval of Glenn Butterworth’s Potential Termination Benefits

‘That for the purpose of sections 200B and 200E of the Corporations Act and for all other purposes, approval is given for the giving of termination benefits to Glenn Butterworth or his associates in connection with him ceasing to hold a managerial or executive office, as detailed in the Explanatory Memorandum.’

Information on each of the Resolutions, together with relevant voting exclusion statements, is set out in the accompanying Notes about the Meetings and Explanatory Memorandum sections of this Notice.

By order of the Boards of the Company and Trust RE



Tony Pitt

Executive Chairman

360 Capital Group

Dated: 27 October 2025

Notes about the Meetings and how to vote

THESE NOTES FORM PART OF THE NOTICE

Changing the time and date of the Meetings and updated information

The Group reserves the right to postpone or adjourn the Meetings to a later time or date. If the Group makes such a determination, it will notify all Securityholders by lodging an announcement on the ASX and by placing an announcement on the Group's website at www.360capital.com.au.

The Group will endeavour to notify Securityholders of any such postponement prior to the original date and time of the Meetings, however the postponement of the Meetings will not be invalidated by the failure to do so. If the Meetings are adjourned for one month or more, the Group will give new notice of the adjourned Meetings.

Any updated information in relation to the Meetings or the Resolutions will be made available by the Group on the Group's website at www.360capital.com.au.

Quorum

The Company Constitution provides that three Securityholders present personally, or by representative, attorney or proxy, shall be a quorum for an Annual General Meeting of the Company.

The Trust Constitution provides that two Securityholders present personally, or by representative, attorney or proxy, shall be a quorum for a meeting of the Trust.

Proxies

If you are unable or do not wish to attend the Meetings, you may appoint a proxy to attend and vote on your behalf. A proxy need not be a Securityholder.

If a Securityholder is entitled to two or more votes they may appoint two proxies and may specify the number or percentage of votes each proxy is appointed to exercise. If no such number or percentage is specified, each proxy may exercise half the Securityholder's votes.

Body corporate representatives

Body corporate representatives are requested to bring appropriate evidence of appointment as a representative. Attorneys are requested to bring a copy of the Power of Attorney pursuant to which they have been appointed. Representatives will also be required to provide proof of identity. These documents can be mailed or faxed to the Group at least 24 hours before the meeting.

Voting entitlements

The Directors of the Company and Trust RE have determined that, subject to the voting restrictions set out below, voting entitlements will be determined from the names of the Securityholders on the Register of Securityholders of the Company and the Trust as at 7.00pm (AEDT) Tuesday 25 November 2025.

Voting procedure

Voting on each Resolution will be undertaken by a poll where each Securityholder present in person or by proxy or attorney or where the Securityholder is a body corporate, by representative, will, in the case of a resolution of the Company, have one vote for each fully paid share held in the Company and, in the case of a resolution of the Trust, have one vote for each whole \$1.00 of unit value held in the Trust.

Voting exclusion statement – Resolution 1

In accordance with the Corporations Act 2001 (Cth) ("**Corporations Act**"), a vote must not be cast on the non-binding Remuneration Report resolution by or on behalf of a Securityholder of the Key Management Personnel, (whose remuneration details are contained in the Remuneration Report), or their closely related parties whether as a Securityholder or as a proxy.

However, a vote may be cast on Resolution 1 by a Key Management Personnel or a closely related party of a Key Management Personnel if:

- the vote is cast by a person as a proxy for a person who is entitled to vote, (i.e. is not a Key Management Personnel or a closely related party of a Key Management Personnel), in accordance with the directions on the proxy form; or
- a Key Management Personnel is the Chair of the meeting and 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 the Key Management Personnel.

Voting exclusion statement – Resolutions 2,3

Nil.

Voting exclusion statement – Resolution 4

In accordance with the Corporations Act, a vote on these Resolutions must not be cast (in any capacity) by or on behalf of:

- the person who may receive a termination benefit) ("retiree"); or
- an associate of a retiree.

However, this does not prevent the casting of a vote on these Resolutions if:

- it is cast by a person as a proxy appointed in writing that specifies how the proxy is to vote on the resolution; and
- it is not cast on behalf a retiree or an associate of a retiree.

General voting exclusions

In accordance with section 253E of the Corporations Act, the Trust RE and its associates are not entitled to vote units of the Trust held by them if they have an interest in a resolution other than as a holder of units of the Trust.

Proxy voting by the Chair of the Meetings

If the Chair of the Meetings is your proxy, and you do not provide a voting direction with respect to the Resolutions, you will have directed the Chair of the Meetings to vote in favour of the Resolutions. The Chair of the Meetings also intends to vote undirected proxies in favour of each item of business.

Submission of written questions to the Group or Auditor

In accordance with section 250PA of the Corporations Act, Securityholders entitled to vote at the Meetings, may submit a written question to the Group or the Group's auditor ("**Auditor**") no later than five business days before the date of the Meetings. All questions must be sent to the Group marked to the attention of the Group Company Secretary.

Questions directed to the Auditor must relate to:

- the conduct of the audit; or
- the content of the Auditor's Report.

Under the Corporations Act, Securityholders are also entitled at the Meetings to ask the Auditor or their representative questions relevant to these above matters, as well as in relation to:

- the independence of the Auditor in relation to the conduct of the audit; or
- the accounting policies adopted by the Group

in relation to the preparation of the Financial Report.

Questions will be collated and, during the Meetings, the Chair will seek to address as many of the more frequently asked questions as possible. However, there may not be sufficient time available at the Meetings to address all questions raised. Please note that individual responses will not be sent to Securityholders.

Required Voting Majority

The Resolutions to be put to the Securityholders at the Meetings are all ordinary resolutions and will be passed if greater than 50% of the votes cast by Securityholders entitled to vote on a resolution, (in person, by proxy, attorney or corporate representative), are in favour.

Lodgement of proxies and other authorities

Proxy Forms and other authorities should be returned by posting them in the reply-paid envelope provided or delivering them to one of the addresses below.

By post

Boardroom Pty Limited
GPO Box 3993
Sydney NSW 2001

Online

<https://www.votingonline.com.au/tgpagm2025>

By facsimile

(02) 9290 9655

By hand

c/- Boardroom Pty Limited
Level 8, 210 George Street
Sydney NSW 2000

All Proxy Forms must be received by Boardroom Pty Limited no later than 1.00pm (AEDT) Tuesday 25 November 2025.

Please note that the cut-off time for receiving mailed or hand delivered Proxy Forms is 1.00pm (AEDT) Tuesday 25 November 2025.

The cut-off time for online voting and receiving faxed Proxy Forms is 1.00pm (AEDT) Tuesday 25 November 2025.

Documents received after that time will not be valid for the Meetings.

Explanatory Memorandum

This Explanatory Memorandum has been prepared for the information of securityholders of the Company and the Trust in relation to the business to be conducted at the Annual General Meeting of members of the Company and a General Meeting of members of the Trust to be held at 1.00pm Thursday 27 November 2025. The purpose of this Explanatory Memorandum is to assist Securityholders to decide how to vote upon the Resolutions set out in the Notice of Meetings and is intended to be read in conjunction with the Notice of Meetings.

Subject to the abstentions noted below, the Directors unanimously recommend Securityholders vote in favour of all Resolutions. The Chair of the Meetings intends to vote all available undirected proxies in favour of each Resolution.

Item A. Financial Statements and Reports

A copy of the Company's Annual Report 2025, (including the Directors' Report and Financial Statements for the Company together with the Independent Auditor's Report for the year ended 30 June 2025), ("**Annual Report**"), has been previously forwarded to you, unless you have indicated that you do not wish to receive it.

The Annual Report is to be tabled at the Annual General Meeting of the Company in accordance with section 317(1) of the Corporations Act. A copy of the Annual Report is also available via our website at www.360capital.com.au.

Item B. Approval of the Fiscal 2025 Remuneration Report

The Corporations Act requires the Company to include in the Directors' Report a section titled "Remuneration Report", which sets out the remuneration of key management personnel, (including the Directors and Executives), ("**Key Management Personnel**"), of the Company for the 2025 fiscal year, ("**Remuneration Report**").

It is also a requirement that the Directors' Report, (including the Remuneration Report), be tabled at the Annual General Meeting so that Securityholders of the Company can vote on whether or not to approve the Remuneration Report. The vote is advisory only and, as such, does not bind the Directors or the Company.

If 25% or more of the votes cast by Securityholders are against the adoption of the Remuneration Report at consecutive Annual General Meetings, an ordinary resolution must be put to a vote by Securityholders at the second Annual General Meeting as to whether a further general meeting of Securityholders should be held within 90 days of the date of the second Annual General Meeting at which all Directors who were in office at the date of the Remuneration Report tabled at the second Annual General Meeting must stand for re-election ("**Spill Resolution**").

It is noted that less than 25% of Securityholders voted against the Remuneration Report which was tabled at the Fiscal 2024 Annual General Meeting for the Company. Accordingly, a Spill Resolution is not relevant to this Annual General Meeting.

Item C. Re-election of Directors

The ASX Listing Rules require that an entity which has directors must hold an election of directors each year. In accordance with the ASX Listing Rules and Company Constitution, the following Directors have put themselves forward for re-election.

Mr David van Aanholt was elected a Director at the Fiscal 2023 Annual General Meeting.

David has over 35 years of experience in the property and funds management industry. Prior to establishing his own property investment and advisory group in 2009 and taking on several Board roles as a Non-Executive Director, David was the Chief Executive Officer (Asia Pacific) of Goodman Group. In that role David was responsible for Goodman's operations in Australia, New Zealand, Hong Kong and Singapore.

David worked for Goodman for more than a decade and before joining them he was a Fund Manager at Paladin Australia Limited and Associate Director of the property advisory firm CDH Properties (acquired by KPMG). David holds a Bachelor of Business (Land Economy), Post Graduate Diploma in Management and a Master's in Business Administration. He is also a Fellow of the Australian Property Institute

David is a Board member and Chairman of several companies and is a Councillor at The University of New England.

David has been Chairman of the Group since 19 March 2013 and Deputy Chairman of the Group since 1 March 2022. He has declared himself an independent, non-executive director.

Board recommendation: Mr David van Aanholt abstaining, the Directors of the Company unanimously recommend that the Securityholders vote in favour of the re-election of Mr David van Aanholt as a Director.

Mr Andrew Moffat was elected a Director at the Fiscal 2023 Annual General Meeting.

Andrew has in excess of 32 years of corporate and investment banking experience, including serving as a director of Equity Capital markets and Advisory for BNP Paribas Equities (Australia) Limited. Andrew is the sole principal of Cowoso Capital Pty Ltd, a company providing corporate advisory services.

Andrew is also a non-executive Director of Sports Entertainment Group Limited (previously Pacific Star Network Limited) (ASX: SEG) since November 2017, IPD Group Limited since March 2020 and ICP Funding Pty Ltd.

Andrew has been a Director of the Group since 2 October 2013. He has declared himself an independent, non-executive director.

Board recommendation: Mr Andrew Moffat abstaining, the Directors of the Company unanimously recommend that the Securityholders vote in favour of the re-election of Mr Andrew Moffat as a Director.

Item D. Approval of Potential Termination Benefits

The law in Australia restricts the benefits which can be given to people who hold certain offices in the Company and its related bodies corporate in connection with cessation of office or employment, unless Securityholder approval is obtained. The law is complex and affects our ability to treat employees consistently and/or abide by the terms of contractual commitments. As described in Appendix 1 'Further Explanation on Resolution 4', approval is sought under sections 200B and 200E of the Corporations Act and for all other relevant purposes to give certain benefits to current Key Management Personnel in the Group in a manner that is consistent with our remuneration policies and practices.

A voting exclusion applies to Resolution 4 as set out in the Notice of Meetings under 'Voting exclusions.'

What happens if the Resolution is not approved?

If Securityholders do not approve Resolution 4, in respect of termination benefits which may arise in the future, they will need to be approved by Securityholders at that future point in time.

What happens if the Resolution is approved?

If Securityholders approve Resolutions 4, it will be

effective on the terms set out herein.

Board Recommendation

The Directors recommend that Securityholders vote in favour of Resolution 4.

Queries

If you have any questions regarding your investment in the Group, the Resolutions, or what action you should take, please consult your legal, investment, taxation or other professional adviser or contact 360 Capital Investor Services on 1300 082 130 or email investor.relations@360capital.com.au

APPENDIX 1 - Further Explanation on Resolution 4

Why is Securityholder approval being sought?

Relevant law in Australia (section 200B and 200E of the Corporations Act) restricts the benefits (**termination benefits**) which can be given to certain individuals in connection with the individual ceasing employment or ceasing to hold an office in the Group. The effect of such restrictions would be to pre-empt in some cases conformity with the provisions of individuals' pre-existing contracts of employments.

The Corporations Act applies to individuals who hold a managerial or executive office, as defined in the Corporations Act, in the Company or a related body corporate or individuals who have held such an office during the last three years before they ceased to hold such an office or position of employment. For the purposes of Resolution 4, the individual is Glenn Butterworth (**Relevant Executive**).

Under the Corporations Act, a Relevant Executive may only be given a termination benefit if it is approved by the relevant securityholders, or an exemption applies. The exemptions include an exemption for benefits such as statutory entitlements to accrued annual and long-service leave, amounts required to be paid by law or by court order, certain types of "deferred bonuses" and, subject to certain conditions, payments made in accordance with a company's redundancy policy. Beyond that, in general terms, certain benefits are permitted if they are within a monetary cap. This termination cap is broadly equivalent to the average 12-months' base salary of the person concerned over the three years preceding cessation of office. If termination benefits are provided beyond those permitted by the Corporations Act, a breach of the Corporations Act can occur even if the Relevant Executive has a pre-existing contractual entitlement to the benefits.

Having regard to the potentially wide application of the Corporations Act and the uncertainties it can cause, the Directors are of the view that it is appropriate and prudent to seek Securityholder approval, as contemplated by the Corporations Act, so that termination benefits are able to be provided to Relevant Executives in conformity with pre-existing contracts of employments and the Group's policies where applicable, without any risk of a breach of the Corporations Act.

No changes to the terms of current security plan rules nor any variations to the existing discretions of the Board are proposed.

These are not new benefits

The Independent Non-executive Directors are of the view that the Group's remuneration arrangements and strategy, including the termination benefits that are payable, are fair and reasonable for the Group and employees. Securityholders are not being asked to approve any increase in the remuneration or benefits for any Relevant Executive, any changes to their underlying employment arrangements or their entitlements under any existing plans.

No changes to the terms of current security plan rules nor any variations to the existing discretions of the Board or the Remuneration Committee are proposed.

Glenn Butterworth's remuneration and termination benefits employment contract was entered into on 5 September 2013 following his appointment as Chief Financial Officer (**CFO**) of the Group. Refer below for further details of the Relevant Executives employment agreements and entitlements under the Group's Executive Incentive Plan (**EIP**).

Glenn Butterworth

Glenn Butterworth has been employed by the Group since December 2013. Glenn Butterworth is paid annual remuneration of \$500,000 (inclusive of statutory superannuation) and is eligible to participate in the EIP (refer below for further details of EIP).

The employment agreement does not have a set term and will continue until it is validly terminated in accordance with its terms. The employment agreement contains termination provisions pursuant to which the Company must give six months' notice of termination (or shorter in a number of circumstances including in the event of serious misconduct, material breach, a serious criminal offence or bankruptcy). Mr Butterworth must provide three months' notice of termination. The Company may make payment in lieu of service during any termination period. Mr Butterworth is entitled to all unpaid remuneration and entitlements up to the date of termination. There are no restraint provisions in the Employment Agreement.

Mr Butterworth currently holds 1,200,000 rights (**Equity Rights**) issued under the EIP in November 2024. The vesting of the Equity Rights are subject to a vesting condition being Mr Butterworth's continued employment with the Group for 3

years until the vesting date being 31 October 2027. The Equity Rights include the right to a dividend equivalent payment upon vesting. Any Equity Rights that vest are subject to a 2-year disposal restriction whilst Mr Butterworth is still employed by the Group. Where Mr Butterworth ceases employment for any reason other than resignation or termination for cause, all Equity Rights will not lapse but remain “on-foot” and vest at the normal vesting date.

If Mr Butterworth’s employment is terminated where there the Company terminates the contract where he is considered a good leaver, and at the time of termination there are Performance and/or Equity Rights or Options which have not vested at that time, Mr Butterworth will continue to participate in the EIP and continue to hold any Performance and/or Equity Rights or Options and associated loan as if he had continued to remain an employee.

Approval is being sought for the following termination benefits

Securityholder approval is being sought for the purposes of sections 200B and 200E of the Corporations Act for any termination benefits that may be provided to Relevant Executives as described in this appendix. This approval does not guarantee that any specific Relevant Executive will receive the benefits in the remuneration programmes described in this appendix but rather preserves the discretions of the Board to determine the most appropriate termination package in accordance with this appendix.

Under the Corporations Act, when seeking Securityholder approval for a termination benefit, Securityholders must be provided with details of the amount or value of the payment or benefit; or if that amount or value cannot be ascertained at the time of disclosure, the manner in which that amount or value is to be calculated and any matter, event or circumstance that will, or is likely to, affect the calculation of that amount or value.

The amount or value or a benefit that a particular Relevant Executive may be entitled to will depend on a number of factors, including the manner in which the individual ceases in their role, the length of time they have been employed, changes in market practice, fluctuation in security price and, in some cases, the exercise of discretions by the Board. Accordingly, it is not possible to state with certainty the amount or value of a payment or a benefit that may become payable. Rather, the Group has set out in the tables below a range of benefits that may be treated as potential termination benefits, the manner in which the amount or value of that benefit may be calculated and the matters, events or circumstances that will, or will be likely to, affect the calculation of that amount or value.

Securityholder approval is being sought to the extent required to allow the provision of benefits up to the maximum amount or value under the relevant arrangements described in this appendix, including by the exercise of discretion as described and in addition to other benefits that are treated as exempt benefits under the Corporations Act (and which are not taken into account in calculating the termination cap). Alternatively, the Group and a Relevant Executive may agree not to rely on this approval to any extent and to instead rely on the provisions of the Corporations Act.

Not all of the benefits in this appendix require Securityholder approval. However, in the interests of good governance and transparency, the Board considers it appropriate to seek approval for all benefits that are potentially payable when a Relevant Executive ceases to hold office.

It can be reasonably anticipated that aspects of the relevant employment agreements, practices, relevant security plans and retirement plans will be amended from time to time in line with market practice and changing governance standards and, where relevant, these changes will be reported in the Company's Remuneration Report, which forms part of the Annual Report. However, it is intended that this approval will remain valid for as long as these agreements, practices and plans provide for the treatment on cessation of employment as set out in this appendix.

Table 1: Potential Benefits

Agreement or plan	Treatment on cessation of employment
Employment agreements	The Relevant Executive is employed pursuant to an employment agreement which is capable of termination by the Group on giving the relevant period of notice under the agreement of 6 months, or immediately by paying the base salary only in lieu of any unexpired notice. The Relevant Executive may be required to undertake 'gardening leave' during all or part of their notice period and may receive their contractual salary, short term incentive plan (STIP) and benefits during the notice period or the cash equivalent. Where applicable, tax equalisation and other expatriate benefits will continue in accordance with the Relevant Executive's prevailing terms and conditions. The Group may make payment in lieu of some or all of the notice period in accordance with the terms of the employment agreement. This payment can include any amounts as contemplated by the employment agreement. Accrued, but untaken, annual leave and any long-service leave will be paid out on termination, in accordance with the legislation and applicable practice applying to employees, which may be in excess of entitlements under law. For eligible leavers¹ the value of the leave is calculated on the basis of base salary and target STIP. No STIP is included where the executive is not an eligible leaver. On termination, other than for cause, the Group may make a payment in consideration of the departing Relevant Executive confirming, extending or entering into appropriate restrictive covenants to protect the Group and its Securityholders. The amount of such payment will be determined by the Board (or Executive Committee acting under delegation from the Board) based on the content and duration of the covenant.
Short Term Incentive Plan (STIP)	If the Relevant Executive who is an eligible leaver leaves the Group during a performance year, the Relevant Executive may be awarded a pro rata portion of the STIP based on the portion of the year served and based on actual assessment of performance against targets. No portion of the award will be deferred into Securities and any cash payment will be made at the normal STIP payment date. If the Relevant Executive provides notice of their resignation during the performance year, but will not leave the Group until after the end of the performance year, the Relevant Executive may receive an award under the STIP. In these circumstances, the Relevant Executive will only be eligible to receive the cash portion of the award and will forfeit the deferred Securities portion.
Executive Incentive Plan (EIP)	The amount or value of a termination benefit that the Relevant Executive may be entitled to under the EIP's approved by Securityholders at the 2022 AGM (EIP) will depend on a number of factors. Accordingly, it is not possible to confirm the amount or value of a payment or benefit that may become payable under the EIP. Rather, set out below and in the following section of this appendix is a description of a range of potential benefits under the EIP that may be treated as potential termination benefits, the manner in which the amount or value of that benefit may be calculated and the matters, events or circumstances that will, or will be likely to, affect the calculation of that amount or value. It can be reasonably anticipated that aspects of the EIP will be amended from time to time in line with market practice and changing governance standards and, where relevant, these changes will be reported in 360 Capital's Remuneration Report, which forms part of the Annual report. However, it is intended that this approval will remain valid

¹ In general terms, an eligible leaver is an executive who leaves the Group by reason of ill health, injury, disability, or death. Usually, there is a discretion of the Board to treat a person as an eligible leaver. If the circumstances warrant it, the Board may treat a Relevant Executive as an eligible leaver for some purposes, but not others. For example, the Board may decide to treat a Relevant Executive as an eligible leaver under the EIP, but not under the STIP.

Agreement or plan	Treatment on cessation of employment
	for as long as the EIP provides for the treatment on cessation of employment as set out in this appendix. Grants made under the EIP to the Relevant Executive will be treated in accordance with the terms of the EIP, which provides for the following: General rule (unvested Awards): Where a participant ceases employment before the end of the vesting period (except where cessation occurs as a result of resignation or termination for cause including gross misconduct), a pro-rata number of unvested Awards will remain “on-foot” post cessation (based on the proportion of the relevant vesting period that has elapsed) and may vest at the end of the original vesting period to the extent that any performance hurdle (where applicable) has been achieved (or has been deemed to have been achieved) when tested at the end of the performance period. If a participant ceases employment due to death, all unvested Awards will immediately vest and be transferred to the Participant’s estate in accordance with all relevant laws. Exception (unvested Awards): Where the participant ceases employment before the vesting date due to: • resignation; or • termination for cause (including gross misconduct), all unvested Awards will lapse or be forfeited on the cessation date unless the Board determines otherwise. Any Awards that do not vest in accordance with the above will lapse or be forfeited immediately. The rules set out in the Plan also allows the Board to determine that another treatment applies upon cessation or to agree alternative arrangements with a Participant from time to time. Vested Awards: Unless a participant’s employment is terminated for cause (including gross misconduct), any vested Rights / Options (including those that subsequently vest) must be exercised by the earlier of: • 90 days of ceasing employment; or • 90 days following vesting; or • the date the Award lapses. Any vested Rights / Options not exercised within this period will automatically lapse. If a participant’s employment is terminated for cause (including gross misconduct), all vested but unexercised Rights and Options will lapse on cessation of employment unless the Board determines another treatment.
Pension or superannuation plans	Employment benefits typically include participation in a pension plan, superannuation scheme, or a cash allowance to contribute to a personal pension or superannuation scheme. These may be defined benefit plans or contribution plans. 360 Capital may make employer contributions to such plans and may also facilitate employee contributions either directly or through salary sacrifice arrangements. The contributions or entitlements provided by 360 Capital may exceed the minimum statutory requirement. Pensions may be payable before, at or after termination.
Other Benefits	The Group may also agree to continue certain other benefits for a period following termination where the arrangements are provided under term contracts or in accordance

Agreement or plan	Treatment on cessation of employment
	with the terms of the service contract, for example payment for financial advice, tax advice and preparation of tax returns for a tax year. In some cases, a Relevant Executive may receive a modest retirement gift. The Group may also pay reasonable legal and other professional fees including outplacement support, to or in respect of a Relevant Executive in connection with any termination of employment. These may include legal fees incurred in negotiating a settlement or separation agreement with the Group.
Retrenchment policy	If termination is a result of redundancy, the terms of the relevant local policies may apply. The Group's retrenchment policy generally provides for a payment determined by reference to the number of years of service of the Relevant Executive and the total remuneration of the Relevant Executive as at the termination date. The benefits provided under the retrenchment policy are not contractual in nature and may be revised, reduced or otherwise varied by the Group.
Other amounts payable at law	While many of the termination benefits to which a Relevant Executive may become entitled on ceasing employment are provided under the relevant employment agreement, there may be additional benefits, the payment of which is required by law. This approval is intended to cover any such payments. The value of the payments will be calculated as prescribed by law, which may take account of any number of factors (e.g. the Relevant Executive's length of service with the Group, the circumstances of the Relevant Executive's cessation of employment, etc.).
Settlement or separation agreements	The Group may enter into a settlement or separation agreement with a Relevant Executive in connection with the termination of their employment. The Group may agree in the settlement or separation agreement to pay such amount as it determines is reasonable to settle any claims which in the Board's view are legitimate which the Relevant Executive may have in connection with the termination of employment. The Group may also agree to other clauses that are typically included in settlement or separation agreements (e.g. confidentiality, releases, non-disparagement, etc.).

Table 2: Relevant circumstances

Agreement or Plan	Circumstances affecting the calculator or amounts of benefits ²
Employment agreements	• The circumstances of the Relevant Executive's cessation of employment. • The Relevant Executive's base pay and, where appropriate, contractual benefits and other benefits (e.g. STIP, etc.) at the time of cessation of employment. • The Relevant Executive's length of service with the Group. • The amount of leave accrued by the Relevant Executive. • The statutory requirements and market practice of the jurisdiction in which the Relevant Executive is employed. • The content and duration of the restrictive covenant and prevailing market practice. • Any other factors that the Board determines to be relevant when exercising its discretion.
Short Term Incentive Plan (STIP)	• The circumstances of the Relevant Executive's cessation of employment (for example, whether cessation of employment arises due to resignation, retirement or redundancy or termination for cause). • The Relevant Executive's base pay at the time of cessation of employment. • The Relevant Executive's target STIP opportunity for the period. • The time period served during the performance or vesting year by the Relevant Executive up to the date of cessation of employment. • The applicable performance measures and performance against those measures. • Any other factors that the Board determines to be relevant when exercising its discretion under the STIP (such as the assessment of the performance of the Relevant Executive up to the termination date).
EIP	• The circumstances of the Relevant Executive's cessation of employment. • The number of awards or options (as the case may be) held by the Relevant Executive prior to cessation of employment. • The time period served during the performance period by the Relevant Executive up to the date of cessation of employment. • The applicable performance measures and performance against those measures. • The market price of the Group's Securities at the relevant time. • The dividends declared over the vesting period of the awards. • The applicable statutory requirements and any change in those requirements. • Any other factors that the Board determines to be relevant when exercising a discretion (such as the assessment of the performance of the Relevant Executive up to the termination date, the reduction of vesting levels of awards, the non-vesting of awards and the clawing back of awards). Nothing in this approval is intended to limit the exercise of such discretion.

² In all cases, treatment will be subject to, and in accordance with, these explanatory notes, where applicable the terms of any applicable plan, policy or contract and the law. For example, under some Employee Incentive Plans, the Board retains the discretion in certain circumstances to reduce the level of vesting of an award, determine that an award does not vest or clawback an award made after vesting. Nothing in this approval is intended to limit the exercise of such discretions.

Agreement or Plan	Circumstances affecting the calculator or amounts of benefits ²
Pension or superannuation plans	• The applicable statutory requirements and market practice of the jurisdiction in which the Relevant Executive is employed. • The Relevant Executive's remuneration and years of service. • The pension or superannuation plan the Relevant Executive participates in. • The value of contributions made and earnings and capital growth or loss. • The manner in which the governing rules of the pension or superannuation plan provide for calculation of the relevant benefit. • The fees, taxes, costs, and expenses deducted from the Relevant Executive's account. The terms of any insurance policies that are referable to the Relevant Executive.
Other benefits	• The circumstances of the Relevant Executive's cessation of employment (for example, whether cessation of employment arises due to resignation, retirement or redundancy or termination for cause). • The applicable statutory requirements and market practice of the jurisdiction in which the Relevant Executive is employed. • The value of the services, benefits or entitlements that the Relevant Executive is given. • Any other factors that the Board determines to be relevant when exercising a discretion.
Retrenchment policy	• Retrenchment policy is aligned with local market practice and applicable law. • The number of years of service and base pay and other benefits as at the termination of employment.
Other amounts payable at law	• The applicable statutory requirements and any change in those requirements
Settlement or separation agreements	• The circumstances of the Relevant Executive's cessation of employment (for example, whether cessation of employment arises due to resignation, retirement or redundancy or termination for cause). • Any claims that the Relevant Executive may have in connection with the termination of employment and the reasonable value of those claims. • The clauses that are typically included in settlement or separation agreements from time to time.

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