



MARKET RELEASE

Results of 2025 Annual Meeting

WELLINGTON, 21 August 2025 - Xero Limited (ASX: XRO) held its 2025 Annual Meeting today at 11.00am NZT (9.00am AEST).

All resolutions put to the meeting were passed by way of poll. Full results of voting are set out in the attachment to this market release.

As noted in Xero's 2025 Notice of Annual Meeting, Resolution 5 is an advisory resolution and does not bind Xero or the Board or have other legal consequences. The voting outcome and comments provided by proxy advisors and investors will be considered by the Board when setting future remuneration strategy and in Xero's 2026 Remuneration Report.

Authorised for release to the ASX by the Company Secretary.

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About Xero

[Xero](https://xero.com) is a global small business platform that helps customers supercharge their business by bringing together the most important small business tools, including accounting, payroll and payments — on one platform. Xero's powerful platform helps customers automate routine tasks, get timely insights, and connects them with their data, their apps, and their accountant or bookkeeper so they can focus on what really matters. Trusted by millions of small businesses and accountants and bookkeepers globally, Xero makes life better for people in small business, their advisors, and communities around the world. For further information, please visit xero.com

XERO LIMITED

ANNUAL MEETING
Thursday, 21 August, 2025

As required by section 251AA(2) of the Corporations Act 2001 (Commonwealth) the following statistics are provided in respect of each resolution on the agenda.

| Resolution Voted on at the meeting | | | Proxy Votes (as at proxy close) | | | | Total votes cast in the poll (where applicable) | | | |
|------------------------------------|---------------------------------|------------------|---------------------------------|----------------------|--------------------------------------|----------------|---|----------------------|-------------------|---------------|
| No | Short Description | Strike Y/N/NA | <i>For</i> | <i>Against</i> | <i>Discretionary (OpenVotes)</i> | <i>Abstain</i> | <i>For</i> | <i>Against</i> | <i>Abstain **</i> | <i>Result</i> |
| 1 | AUDITORS FEES AND EXPENSES | NA | 122,557,039 99.80% | 156,306 0.13% | 83,182 0.07% | 18,219 | 122,732,403 99.87% | 156,303 0.13% | 18,219 | Carried |
| 2 | RE-ELECTION OF BRIAN MCANDREWS | NA | 120,181,710 97.87% | 2,530,534 2.06% | 87,755 0.07% | 14,747 | 120,361,644 97.94% | 2,530,534 2.06% | 14,747 | Carried |
| 3 | RE-ELECTION OF SUSAN PETERSON | NA | 115,758,270 94.26% | 6,958,590 5.67% | 87,740 0.07% | 10,146 | 115,938,039 94.34% | 6,958,740 5.66% | 10,146 | Carried |
| 4 | RE-ELECTION OF DAVID THODEY AO | NA | 119,044,147 96.94% | 3,670,561 2.99% | 87,208 0.07% | 12,830 | 119,223,534 97.01% | 3,670,561 2.99% | 12,830 | Carried |
| 5 | ADOPTION OF REMUNERATION REPORT | Y | 62,842,952 51.19% | 59,825,692 48.74% | 87,864 0.07% | 46,698 | 62,966,865 51.26% | 59,867,183 48.74% | 47,653 | Carried |

** - Note that votes relating to a person who abstains on an item are not counted in determining whether or not the required majority of votes were cast for or against that item