xero

MARKET RELEASE

Results of 2026 Annual Meeting

WELLINGTON, 27 August 2026 — Xero Limited (ASX: XRO) held its 2026 Annual Meeting today at 11.00am NZT (9.00am AEST).

Resolutions 1-4 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 2026 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 2027 Remuneration Report.

Authorised for release to the ASX by the Company Secretary.

Contacts

Simon Fitzgerald - Communications
Mobile: +61 460 294 680
simon.fitzgerald@xero.com

Nicole Mehalski - Investor Relations
Mobile: +61 400 947 145
nicole.mehalski@xero.com

About Xero

Xero 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, 27 August, 2026

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**	***For***	***Against***	***Discretionary (OpenVotes)***	***Abstain***	***For***	***Against***	***Abstain *****	***Result***
1	AUDITORS FEES AND EXPENSES	NA	114,278,523 98.55%	1,631,896 1.41%	49,664 0.04%	18,691	114,489,056 98.59%	1,632,226 1.41%	19,735	Carried
2	RE-ELECTION OF MARK CROSS	NA	95,192,842 82.10%	20,702,726 17.86%	50,612 0.04%	32,594	95,394,776 82.16%	20,712,603 17.84%	33,638	Carried
3	INCREASE THE NON-EXECUTIVE DIRECTORS FEE CAP	NA	115,199,468 99.43%	632,930 0.55%	30,811 0.03%	101,048	115,316,217 99.39%	702,907 0.61%	102,084	Carried
4	RE-APPROVAL OF THE US INCENTIVE SCHEME	NA	110,370,196 95.28%	5,439,860 4.70%	29,446 0.03%	139,272	110,550,035 95.30%	5,451,702 4.70%	139,280	Carried
5	ADOPTION OF REMUNERATION REPORT	NA	34,014,469 29.35%	81,836,253 70.62%	31,229 0.03%	82,306	34,180,965 29.46%	81,857,937 70.54%	82,306	Not 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