



Notice of Annual Meeting of Shareholders

On behalf of the Board of Directors, I am pleased to invite you to the 2025 Annual Meeting of Shareholders of Accordant Group Limited (AGL) which will be held both in person, at MUFG Pension and Market Services (formerly Link Market Services) in Auckland, and online via live webcast, on Thursday 28 August 2025 at 10:00am (NZT).

Attendance in person:

MUFG Pension and Market Services (formerly Link Market Services), Level 30, PwC Tower, 15 Customs Street, Auckland, New Zealand

Attendance online:

www.virtualmeeting.co.nz/agl25

When: Thursday 28 August at 10:00am (NZT)

Shareholders attending the meeting – both in person and online – will be able to vote and ask questions at the meeting. Shareholders can also pre-submit questions either online at <https://nz.investorcentre.mpms.mufg.com/voting/AGL> or using the enclosed proxy form. Questions will need to be submitted by 10:00am (New Zealand time) on Tuesday, 26 August 2025.

If you cannot attend the Annual Meeting, I encourage you to complete and lodge the proxy form in accordance with the instructions on the back of that form so that it reaches MUFG Pension and Market Services by 10:00am (New Zealand time) on Tuesday, 26 August 2025.

ITEMS OF BUSINESS:

1. Chairman's Introduction.
2. To note the consolidated financial statements for the year ended 31 March 2025.
3. CEO Report and Update.
4. Resolutions (see Explanatory Notes below):
 - **Director Elections** (Ordinary Resolutions)
In compliance with the rotation requirements of Listing Rule 2.7.1; two directors are due for re-election in 2025:
 - 4.1 **Nick Simcock** retires as a Director by rotation and being eligible offers himself for re-election. Accordingly, the meeting is asked to consider, and if thought fit, to:
 - That Nick Simcock is re-elected as a Director of the Company.
 - 4.2 **Richard Stone** retires as a Director by rotation and being eligible offers himself for re-election. Accordingly, the meeting is asked to consider, and if thought fit, to:
 - That Richard Stone is re-elected as a Director of the Company.
 - **Auditors' Fees** (Ordinary Resolution)
 - 4.3 To authorise the Directors to fix the fees and expenses of the auditors for the year.

5. To note that the Directors anticipate issuing Restricted Shares to key staff pursuant to a Staff Share Incentive Scheme; and may redeem and cancel existing shares issued under the 2021 and 2022 Schemes, if staff holding shares resign from the Group during the year.
6. General Business.

The Board recommends you vote in favour of all resolutions.

You will also find enclosed a disclosure document in respect of the provision of financial assistance and the acquisition of restricted shares issued by the Company in connection with the Company's restricted share schemes. This disclosure document is required under the Companies Act 1993 and is provided to you for your information. You are not required to take any action in relation to it.

VOTING BY PROXY

A shareholder entitled to attend and vote at the meeting may appoint a proxy to attend and vote on that shareholder's behalf. A proxy need not be a shareholder of the Company. To appoint a proxy, a shareholder should complete and sign the proxy form included with the notice of meeting, return it to the office of the Company's Share Registrar.

Alternatively, proxy votes can be lodged online by viewing the MUFG Pension & Market Services (formerly Link Market Services) website: <https://nz.investorcentre.mpms.mufg.com/voting/AGL>. You will be required to enter your CSN/Holder number and Authorisation Code (FIN) to securely access the website, and then follow the prompts to appoint your proxy and exercise your vote.

For a proxy form to be valid, it must be received (either by post or online, as outlined above) no later than 10:00am (NZ time) on Tuesday, 26 August 2025. If the form is sent by post, it must be received by that time at the offices of the Company's Share Registrar, MUFG Pension and Market Services, PO Box 91976, Victoria Street West, Auckland 1142 or Level 30, PwC Tower, 15 Customs Street, Auckland, New Zealand.

We hope that you are able to attend the meeting.

For the Board,



Simon Bennett
Chairman
31 July 2025

EXPLANATORY NOTES

Election of Directors

Nick Simcock biography:

Nick joined the Board as an independent Director in January 2018 after 15 years in Managing Director roles in New Zealand, Australia, and Asia/Pacific with Korn Ferry. Nick brings deep industry expertise in recruiting, outsourcing, consulting and talent management. Nick was the CEO and Director of a start-up SaaS payments business Wrap It Up, which was sold in 2017. He is a Trustee on the Wellington Creative Capital Arts Trust and was formerly on the Otago University Business School Board of Advisors. Nick is a Chartered Member of the Institute of Directors.

Richard Stone biography:

Richard joined the human resources consulting industry in 1987, and went on to co-found three successful firms, the most recent of which was JacksonStone & Partners where he was Executive Chair. Richard has held a number of governance roles. He has been Chair of UNICEF NZ, President of the Wellington Chamber of Commerce, a Council member of Business NZ and a Director of Wellington NZ. Presently, he is the Chair of LifeFlight and the Chair of Commerce Building Limited.

Auditors' Fees

Deloitte Limited are the current auditors to Accordant Group Limited and will be automatically reappointed under section 207T of the Companies Act 1993. The purpose of the resolution is to authorise the Board under the Act to fix the fees and expenses of the auditor.