



# Proxy Voting Results 2025

	Resolution	For	Discretion	Against	Withheld
1	Receive the Annual Report and Financial Statements	103,471,869	49,770	17,426	113,824
2	Approve a Final Ordinary Dividend of 3.00p per Ordinary Share	103,423,749	49,770	141,633	37,737
3	Re-elect Anja Balfour as a Director of the Company	100,999,295	73,425	2,436,383	143,786
4	Re-elect Neil Galloway as a Director of the Company	101,199,115	86,060	2,197,125	170,589
5	Re-elect June Jessop as a Director of the Company	77,449,830	73,425	23,549,612	2,580,022
6	Re-elect Graham Kitchen as a Director of the Company	98,156,396	73,425	5,260,930	162,138
7	Re-elect Calum Thomson as a Director of the Company	92,374,342	73,425	2,199,570	9,005,552
8	Re-appoint BDO LLP as the Company's Auditor	103,225,331	49,770	190,588	187,200
9	Authorise the Audit Committee to determine the Auditor's Remuneration	103,375,713	50,805	74,744	151,627
10	Approve the Directors' Report on Remuneration	102,826,643	74,460	528,060	223,726
11	To approve the Directors' Remuneration Policy	102,778,905	50,805	529,975	293,204
12	Authorise the Directors to Issue Shares for Cash	103,075,770	74,460	307,568	195,091
13	Authorise the Directors to Issue Shares disapplying Pre-Emption Rights	102,296,226	50,805	1,016,117	289,741
14	Authorise the Company to make Market Repurchases of Ordinary Shares	103,210,440	51,400	313,928	77,121
15	Authorise General Meetings to be called on 14 days' notice	103,127,520	49,770	353,812	121,787

Source: AVI (as at 12/12/2025).