

Andrews Sykes Group plc

Form of Proxy

For use at the 2025 Annual General Meeting

Notice of Availability – important, please read carefully
You can now access the 2024 Annual Report and 2025 Notice of Meeting at
<https://www.andrews-sykes.com/info/investor-information/#t4>

I/We the undersigned, being member(s) of the company, hereby appoint the Chairman of the Meeting or (see note 2)
.....(Please use block letters)

☐ Tick box (if one of multiple proxy appointments) Number of Ordinary shares (if not full voting entitlement) (See note 2)

as my/our proxy to vote on my/our behalf as indicated below (or at his/her discretion in respect of any other matters arising) at the Annual General Meeting of the company to be held at Unit 5, Peninsular Park Road, London, SE7 7TZ on 17 June 2025 at 3.00 p.m.

Ordinary Resolutions		For	Against	Withheld
1	To receive and adopt the financial statements for the 12 months ended 31 December 2024			
2	To re-elect Mr J-J Murray as a director			
3	To re-elect Mr AJ Kitchingman as a director			
4	To re-elect Mr EDOA Sebag as a director			
5	To declare a final dividend of 14.0 pence per ordinary share			
6	To reappoint Crowe U.K. LLP, who have been appointed by the Board since the last Annual General Meeting, as auditor and authorise the directors to fix their remuneration			
7	To authorise the directors to allot or grant options over relevant securities up to a maximum nominal value of £62,788			
Special Resolution				
8	To empower the directors to allot equity securities for cash disapplying pre-emption rights (in limited circumstances)			
9	To authorise the directors to make market purchases of up to a maximum of 5,232,343 of the company's ordinary shares of one pence each			

Dated..... 2025

Signatures(s) or common seal.....

Full name(s).....(Please use block letters)

Address

.....

Please see overleaf for Notes.

Notes

- 1 Only holders of ordinary shares, or their duly appointed representatives, are entitled to vote at the meeting. A member so entitled may appoint (a) proxy(ies), who need not be member(s), to exercise all or any of his/her rights to vote on his/her behalf.
- 2 You can appoint the Chairman of the meeting or anyone else to be your proxy at the Annual General Meeting. You can also, if you wish, appoint more than one proxy provided that each proxy is appointed to exercise the rights attached to a different share or shares held by you.
 - To appoint more than one proxy, you should photocopy the Form of Proxy. Please indicate, in the box next to the proxy holder's name, the number of shares in relation to which you authorise them to act as your proxy. If left blank your proxy will be deemed to be authorised in respect of your full voting entitlement (or if this Form of Proxy has been issued in respect of a designated account for a shareholder, the full voting entitlement for that designated Account). Please also indicate, by marking the box on the Form of Proxy, if the proxy instruction is one of multiple instructions being given. All Forms of Proxy must be signed and should be returned together to the company's Registrar, Equiniti, in the envelope provided.
 - To appoint the Chairman as your sole proxy in respect of all your shares, fill in any voting instructions and sign and date the Form of Proxy, but leave all other proxy appointment details blank.
 - To appoint a single proxy other than the Chairman, in respect of all your shares cross out only the words 'the Chairman of the Meeting or' and insert the name of your proxy (who need not be a member of the company). Then complete the rest of the Form of Proxy.
- 3 Please indicate with an 'X' in the boxes provided how you wish your vote to be cast. Unless otherwise instructed, the person appointed as proxy will exercise their discretion as to how he/she votes or whether he/she abstains from voting on any particular resolution and on any other business (including amendments to resolutions and any procedural business), which may come before the meeting.
- 4 The 'Withheld' option on the Form of Proxy is provided to enable you to abstain on any particular resolution. However, a vote withheld is not a vote in law and will not be counted in the calculation of the proportion of votes 'For' and 'Against' a resolution.
- 5 If the Form of Proxy is signed by someone else on your behalf, their authority to sign must be returned with the Form of Proxy. In the case of a joint holding, any holder may sign. If the shareholder is a corporation, the Form of Proxy may be executed under its common seal or by the signature of a duly authorised officer or attorney.
- 6 In the case of joint holders, only one need sign this Form of Proxy, but the vote of the senior holder who tenders a vote, whether in person or by proxy, will be accepted to the exclusion of the votes of the other joint holders. For this purpose, seniority shall be determined by the order in which the names stand in the register of members in respect of the joint holding.
- 7 To be valid, the Form of Proxy must reach the company's Registrar, Equiniti, by no later than 3.00 p.m. on 13 June 2025.
- 8 CREST members who wish to appoint a proxy or proxies by using the CREST electronic appointment service may do so by using the procedures described in the CREST manual. To be valid, the appropriate CREST message, regardless of whether it constitutes the appointment of a proxy or an amendment to the instructions given to a previously appointed proxy, must be transmitted so as to be received by the Company's Registrar (Equiniti, CREST ID: RA19) by 3.00 p.m. on 13 June 2025.
- 9 If you are an institutional investor you may be able to appoint a proxy electronically via the Proximity platform, a process which has been agreed by the Company and approved by the Registrar. For further information regarding Proximity, please go to www.proximity.io. Your proxy must be lodged 3.00 p.m. on 13 June 2025 in order to be considered valid. Before you can appoint a proxy via this process you will need to have agreed to Proximity's associated terms and conditions. It is important that you read these carefully as you will be bound by them and they will govern the electronic appointment of your proxy.

Notes: attendance at the Annual General Meeting

- If you are attending the Annual General Meeting please sign this card, bring it with you and hand it in on arrival. This will speed up your admission to the Annual General Meeting.
- For your safety and security, there may be checks and bag searches of those attending the Annual General Meeting. We recommend you arrive a little early to allow time for these procedures. The company will refuse admission to any individual who is not an invited guest and is unable to prove that they are a registered shareholder in the company by reference to either the current register of members or a letter of authority from their nominee account holder.
- Cameras, recording equipment and other items which might interfere with the good order of the Annual General Meeting will not be permitted.