

ASX Release

22 May 2026

2026 Annual General Meeting - Results of Meeting

In accordance with section 251AA(2) of the Corporations Act 2001 (Cth) and ASX Listing Rule 3.13.2, Appen Limited (ASX: APX) provides the result of the Annual General Meeting, held earlier today, in the attached document.

Authorised for release by the Company Secretary of Appen Limited.

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About Appen

Appen is a global market leader in data for the AI Lifecycle. With 30 years of experience in data sourcing, data annotation, and model evaluation by humans, we enable organisations to launch the world's most innovative artificial intelligence systems.

Our expertise includes a global crowd of more than 1 million skilled contractors who speak over 500 languages¹, in over 200 countries², as well as our advanced AI data platform. Our products and services give leaders in technology, automotive, financial services, retail, healthcare, and governments the confidence to launch world-class AI products.

Founded in 1996, Appen has customers and offices globally.

¹ Self-reported.

² Self-reported, includes territories.

APPEN LIMITED

ANNUAL GENERAL MEETING
Friday, 22 May, 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) | | | | Direct vote (as at proxy close): | | Total votes cast in the poll (where applicable) | | | Result |
|------------------------------------|---|---------------|---------------------------------|----------------------|---------------------------|------------|----------------------------------|--------------------|---|----------------------|------------|---------|
| No | Short Description | Strike Y/N/NA | For | Against | Discretionary (OpenVotes) | Abstain | For | Against | For | Against | Abstain ** | |
| 2 | REMUNERATION REPORT | Y | 16,802,969 45.78% | 14,061,090 38.31% | 185,715 0.51% | 10,849,194 | 3,643,859 9.93% | 2,013,364 5.48% | 22,403,352 57.81% | 16,347,812 42.19% | 11,655,569 | Carried |
| 3 | RE-ELECTION OF DIRECTOR MR STEPHEN HASKER | NA | 34,602,891 73.22% | 6,428,430 13.60% | 540,425 1.14% | 20,806 | 4,626,934 9.79% | 1,062,676 2.25% | 41,623,449 84.44% | 7,672,251 15.56% | 931,386 | Carried |
| 4 | RE-ELECTION OF DIRECTOR MS LYNN MICKLEBURGH | NA | 33,930,589 71.80% | 7,098,833 15.02% | 542,414 1.15% | 20,716 | 4,579,339 9.69% | 1,108,988 2.35% | 41,186,566 83.38% | 8,207,941 16.62% | 827,091 | Carried |
| 5 | GRANT OF FY26 LONG TERM INCENTIVE PERFORMANCE RIGHTS TO MR RYAN KOLLN, CHIEF EXECUTIVE OFFICER AND MANAGING DIRECTOR (CEO AND MANAGING DIRECTOR) FOR FUTURE PERFORMANCE | NA | 40,421,479 85.37% | 646,097 1.36% | 512,717 1.08% | 12,259 | 3,413,851 7.21% | 2,355,510 4.97% | 45,951,255 93.67% | 3,106,599 6.33% | 818,634 | Carried |
| 6 | ISSUE OF FY24 SHORT TERM INCENTIVE SHARES TO MR RYAN KOLLN, CHIEF EXECUTIVE OFFICER AND MANAGING DIRECTOR (CEO AND MANAGING DIRECTOR) FOR PAST PERFORMANCE | NA | 40,412,303 85.36% | 654,793 1.38% | 509,683 1.08% | 15,773 | 3,634,681 7.68% | 2,134,680 4.51% | 46,251,421 94.29% | 2,802,919 5.71% | 822,148 | Carried |
| 7 | ISSUE OF FY25 SHORT TERM INCENTIVE SHARES TO MR RYAN KOLLN, CHIEF EXECUTIVE OFFICER AND MANAGING DIRECTOR (CEO AND MANAGING DIRECTOR) FOR PAST PERFORMANCE | NA | 40,412,770 85.36% | 654,327 1.38% | 509,682 1.08% | 15,773 | 3,650,354 7.71% | 2,117,007 4.47% | 46,267,560 94.32% | 2,784,780 5.68% | 822,148 | Carried |

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| Resolution Voted on at the meeting | | | Proxy Votes (as at proxy close) | | | | Direct vote (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 | For | Against | Abstain ** | Result |
| 8 | SPILL RESOLUTION | NA | 403,799 0.90% | 40,974,131 91.31% | 125,328 0.28% | 20,400 | 1,626,143 3.62% | 1,744,572 3.89% | 3,505,138 7.47% | 43,392,252 92.53% | 941,907 | 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