

103rd ANNUAL GENERAL MEETING
of
THE AUSTRALIAN VETERINARY ASSOCIATION LIMITED
ABN 63 008 522 852

1. Notice of Annual General Meeting

Notice is given that the Annual General Meeting (AGM) of The Australian Veterinary Association Limited ABN 63 008 522 852 will be held on **Thursday 14 May 2026 at 6.30pm (AEST)**. The AGM will be a virtual meeting to provide members with the opportunity to join regardless of their location.

2. Business of the Meeting

The meeting will consider the following business and vote on the resolutions proposed:

- (A) To receive the minutes of the 102nd Annual General Meeting of The Australian Veterinary Association Limited held on 8 May 2025 virtually via the Zoom conferencing platform.
- (B) To receive the minutes of the General Meeting of The Australian Veterinary Association Limited held on 30 October 2025 virtually via the Zoom conferencing platform.
- (C) To declare three Directors of the Board elected to fill three vacancies in accordance with Clause 44.3 of the Constitution of The Australian Veterinary Association Limited.
- (D) To receive the report of the President of The Australian Veterinary Association Limited.
- (E) To receive the report of the Chair of the Finance, Risk and Audit Risk Committee of The Australian Veterinary Association Limited, the financial statements and the report of the auditors for the financial year ended 31 December 2025.
- (F) To consider and if thought fit, pass the ordinary resolution to appoint the auditor of The Australian Veterinary Association Limited for the year ended 31 December 2026 (Pitcher Partners, Sydney); and
- (G) To consider, and if thought fit, pass the ordinary resolution approving the remuneration of AVA President, AVA Vice President, AVA Board Chair, the Directors and the Chairs of the Finance, Risk and Audit Committee, Nominations and Governance Committee and Policy Advisory Council.

3. Ordinary Resolution

Veterinarian members are being asked to consider and, if thought fit, approve an ordinary resolution in respect of the remuneration of the AVA President, AVA Vice President, AVA Board Chair, Directors and the Chairs of the Finance, Risk and Audit Committee, Nominations and Governance Committee and Policy Advisory Council.

Following constitutional amendments approved by AVA veterinarian members on 30 October 2025, the roles of AVA President and Board Chair have been formally separated. The proposed remuneration structure reflects this governance change and recognises the distinct responsibilities associated with each role.

In determining the appropriate remuneration of directors, the AVA has had regard to independent benchmarking data from the 2024 Australian Board Remuneration Survey Report. This benchmarking ensures that remuneration is aligned with comparable organisations of similar size, complexity and governance requirements.

Notwithstanding this benchmarking, the overall remuneration framework has been set conservatively and remains below CPI-adjusted 2025 remuneration levels.

The Board recommends that members vote in favour of the resolution.

IT IS RESOLVED AS AN ORDINARY RESOLUTION that in accordance with clause 51.1 the remuneration of directors is approved as set out in the following table:

No.	Role of Director	Quantum of remuneration	Nature of remuneration
1	AVA President	\$45,000 plus GST	Cash
2	AVA Board Chair	\$45,000 plus GST	Cash
3	AVA Director	\$ 16,000 plus GST	Cash
4	AVA Vice President, Chair of Finance, Risk and Audit Committee, Nominations and Governance Committee and Policy Advisory Council	\$17,150 plus GST	Cash

4. Conduct of the Annual General Meeting

The Chair will provide members with reasonable opportunity to ask questions about, or make comments on, the business of the General Meeting. The Chair will exercise these powers to ensure that the meeting is conducted in an orderly, courteous and timely manner.

5. Passing of resolutions

For a special resolution to be passed at the meeting, it must be supported by at least 75% of the votes cast by veterinarian members of the Company voting at the meeting, whether in person or by proxy.

For an ordinary resolution to be passed, a simple majority of votes cast in favour of the resolution will suffice.

6. Voting at the meeting

You are eligible to attend and vote at the meeting if you are a veterinarian member of the Company on 23 April 2026 or have been appointed a proxy by a veterinarian member. You have

the right to appoint a proxy to attend and vote on your behalf. A proxy need not be a member of the Company.

We strongly encourage members to participate in the 2026 AGM:

By Zoom: You may participate in the online Annual General Meeting via the Zoom conferencing platform. Members will be able to ask questions using the Zoom Q&A function. Members are encouraged to register in advance of the meeting using this [link](#).

Veterinarian members who are participating in the Annual General Meeting will receive voting links once their attendance at the meeting has been confirmed. Voting links will be sent via the True Vote voting platform to email addresses and mobile phone numbers as provided by members and recorded in the Members' Register. Please ensure your email address and mobile phone number is up to date in the Members' Register. Further instructions on how to vote will be given at the Annual General Meeting. **Members are encouraged to join the meeting prior to the start time of 6.30pm. Members may join the meeting any time after the start time, however veterinarian members who have not joined the meeting by 6.40pm will not receive voting links and will be unable to vote on the business of the meeting.**

By Proxy: A proxy form has been attached to this notice and must be returned in one of the following ways:

- to the Association's registered office at Unit 40, 6 Herbert Street, St Leonards, NSW, 2065 (by post);
- or
- to the email address secretariat@ava.com.au (Attention Company Secretary)

To be effective all proxy forms must be received no later than **6.30pm (AEST) on Tuesday 12 May 2026**.

The Board looks forward to meeting with you at the Annual General Meeting – if you require any further information, please contact Michael Ghattas via email at secretariat@ava.com.au.



Mr Michael Ghattas
Company Secretary
23 April 2026