NOTICE OF ANNUAL GENERAL MEETING

The Twenty First Annual General Meeting of the Company will be held on 12th of May at 16.30 - 17:30 as a hybrid online meeting. Members are also welcome to join in-person at our Musselburgh office in Stuart House, Eskmills Business Park, Musselburgh EH21 7PB.

Agenda

1. Welcome and address from Outgoing Chairman Dee Ward
2. Approval of 2025 AGM Minutes
3. Presentation of Accounts
4. Introduction of new SLE Chairman Patrick Colquhoun
5. Resolutions
    - I. To receive the Directors' Annual Report and Accounts.
    - II. To reappoint Saffery LLP as Auditors and to authorise the Directors to fix their remuneration.
    - III. Laura Warrender retires by rotation and seeks re-appointment as a Director.
    - IV. Michael Home retires by rotation and seeks re-appointment as a Director.
    - V. Special Resolution: Article 20.4 be amended to allow the Board to appoint more than one Vice Chair if required.
    - VI. Special Resolution: A new Article 20.4A be inserted stating that the Vice Chair (Policy) is the Chair Designate.
    - VII. Special Resolution: Article 14.3 to be amended to allow one year director term extensions following end of second term, up to a maximum of two years, when essential skills are required.
    - VIII. Special Resolution: A new Article 20.4B to be inserted permitting the Chair to remain on the Board for one year as a non-executive director following the end of their term as Chair.
    - IX. Outgoing Chairman Dee Ward to be appointed to the Board for a period of 1 year.
    - X. Derek Lewis is retiring by rotation at end of second term and is appointed under Article 14.3 for a period of 1 year.
    - XI. Lucy Laidlaw is retiring by rotation at end of second term and is appointed under Article 14.3 for a period of 1 year.
    - XII. Evelyn Channing is retiring by rotation at end of second term and is appointed under Article 14.3 for a period of 1 year.
6. Incoming Chairman's address - Patrick Colquhoun
7. Organisational update - CEO, Sarah-Jane Laing
8. Members' questions

Members entitled to vote at the meeting are entitled to appoint a proxy, who need not be a member, to exercise all or any of their rights to participate in and to speak and vote at the meeting. A form of proxy is included with this notice. If you wish to appoint a proxy please return your form of proxy by email to Ania Rytel-Dunn at ania.rytel-dunn@scottishlandandestates.co.uk

Alongside the formal AGM Notice members will receive a briefing note with the rationale behind the above proposed resolutions to explain the reasoning further.

Members appointing a proxy may still attend the AGM online and vote in person.

If you wish to attend, please register on the SLE website and a link will be sent to you for joining online. If you would like to attend in person please email ania.rytel-dunn@scottishlandandestates.co.uk

Any Member who wishes to submit a question in advance of the AGM please send your request to Ania Rytel-Dunn at ania.rytel-dunn@scottishlandandestates.co.uk

The 2025 Annual Accounts and 2025 AGM minutes are available in the members' area of the company website (www.scottishlandandestates.co.uk) and can be sent on request to any member wishing to receive them by email or by post. We will also be publishing our 2025 Annual Report and sharing this on our website and via a direct email to all members.

We would also like to direct you to the website and the 'About us' section to read over the biographies of those seeking appointment to Board.

By order of the Board

Dee Ward
Chairman