

**ENENTO GROUP PLC
ANNUAL GENERAL MEETING 2024****SHAREHOLDERS' NOMINATION BOARD'S PROPOSALS
TO THE ANNUAL GENERAL MEETING 2024**

1. The Shareholders' Nomination Board proposes that the number of Board of Directors members be seven (7).
2. The Shareholders' Nomination Board proposes that Patrick Lapveteläinen, Minna Parhiala, Martin Johansson, Tiina Kuusisto, Erik Forsberg and Nora Kerppola be re-elected as the members of the Board of Directors for the term that will continue until the close of the next Annual General Meeting. The Board proposes Markus Ehrnrooth to be elected the Board of Directors as a new member for the term that will continue until the close of the next Annual General Meeting..

The Shareholders' Nomination Board has evaluated that all candidates are independent of the company and all, except Patrick Lapveteläinen and Martin Johansson, are independent of the significant shareholders in accordance with Corporate Governance Code 2020 of Finnish Listed Companies.

Patrick Lapveteläinen and Martin Johansson are not independent of the company's significant shareholders as they have employment relationship or service contract with significant shareholders.

3. The Shareholders' Nomination Board proposes that the remuneration payable to the Board of Directors Chairperson be 55 000 euros per year and to other Board members 39 500 euros per year. An attendance fee of 500 euros shall be paid per Board of Directors meeting.

The Shareholders' Nomination Board proposes that chairpersons of Board of Directors Committees shall be paid an attendance fee of 500 euros and the committee members shall be paid an attendance fee of 400 euros per committee meeting.

4. The Shareholders' Nomination Board proposes that reasonable travelling expenses for the attendance to the meetings shall be paid to members.
5. The Shareholders' Nomination Board proposes that no remuneration will be paid to the Nomination Board members. The Shareholders' Nomination Board proposes that reasonable travelling expenses for the attendance to the meetings shall be paid to members.

6. The Board proposes that the aforementioned proposed remuneration will become effective immediately after the next Annual General Meeting of the company.
7. The Board proposes that the Charter of the Shareholders Nomination Board will be amended so that the Nomination Board will in the future prepare and present to the AGM a proposal on the Chairperson of the Board of Directors.
Some amendments of technical nature are also proposed to be made to the Charter of the Shareholders Nomination Board.