

Organizational Document of Enento Group Plc's Annual General Meeting 2025

This document includes the information and proposals concerning the formal organizational matters of agenda items 1–5 of the Annual General Meeting of Enento Group Plc (the “**Company**”) to be held on Monday, 24 March 2025. This document constitutes a part of the notice to the Annual General Meeting and has been published on the Company's website at <https://enento.com/general-meetings/> on 19 February 2025.

This document may be supplemented at the meeting with such information that has not been available before the Annual General Meeting. Shareholders present at the meeting are entitled to speak on the items during the respective agenda item.

1. Opening of the meeting

The Chairperson of the Board of Directors, Patrick Lapveteläinen, will open the Annual General Meeting. If due to weighty reasons it isn't possible for Patrick Lapveteläinen to open the Annual General Meeting, another member of the Board of Directors of the Company will do so.

2. Calling the meeting to order

Chairman and Secretary of the Annual General Meeting

Attorney-at-law Klaus Ilmonen will act as the Chairman of the Annual General Meeting. If due to weighty reasons it isn't possible for Klaus Ilmonen to act as the Chairman, the person opening the Annual General Meeting will propose the person deemed most suitable to act as Chairman of the Annual General Meeting.

The Company's Group General Counsel Panu Pökkyä will act as the Secretary of the Annual General Meeting. If due to weighty reasons it isn't possible for Panu Pökkyä to act as the Secretary of the Annual General Meeting, the Chairman of the Annual General Meeting will select the person deemed most suitable to act as Secretary.

Procedural matters

Language of the meeting

The meeting will be conducted mainly in Finnish. The CEO's review will however be conducted in English. Questions may be presented in Finnish or English.

Right to address the meeting

Shareholders present at the Annual General Meeting may, in accordance with Chapter 5, Section 25 of the Finnish Companies Act, exercise their right to request information regarding the matters of the Annual General Meeting. A request to address the Annual General Meeting can be presented by raising one's hand, after which the Chairman will grant said request. Persons exercising their right to speak are asked to start by stating their name and possibly the name of the shareholder they may represent as well as their voting ticket number, or alternatively only state their voting ticket number.

Shareholders who have registered for the Annual General Meeting may also follow the meeting online via live webcast. It is not possible for shareholders to ask questions, make counter proposals, address the meeting otherwise, or vote through the webcast. Following the meeting via webcast is not considered participating in the Annual General Meeting or exercising shareholder rights.

Mobile phones, videorecording and photography

Participants are requested to keep their mobile phones silenced throughout the course of the meeting and refrain from videorecording, photography and any other recording. The meeting may be

photographed and recorded for the Company's own use for the purposes of drafting the minutes. Certain parts of the recording such as the Chairperson of the Board's and the CEO's reviews may be published later on the Company's website.

Meeting venue

The meeting venue is event studio Eliel in Sanomatalo. Shareholders or their representatives leaving the meeting area after the opening of the meeting are requested to return their voting tickets to the Annual General Meeting personnel at the door of the meeting area.

Agenda and availability of meeting materials

The Annual General Meeting's agenda is included as part of the notice of the Annual General Meeting which has been available on the Company's website and is available at the meeting venue. Unless otherwise stated by the Chairman, the items will be dealt with in the order set out in the agenda.

The shareholders' register of the Company is available at the Annual General Meeting.

The proposals to the Annual General Meeting, the financial statements and all other documents and information required by the Finnish Companies Act and the Securities Markets Act have been available to shareholders on the Company's website for the period required by the Finnish Companies Act prior to the Annual General Meeting. These documents are also available at the Annual General Meeting.

3. Election of persons to scrutinize the minutes and to supervise the counting of votes

Two persons to scrutinise the minutes and two persons to supervise the counting of votes will be elected at the meeting.

4. Recording the legality of the meeting

According to article 10 of the Company's Articles of Association, the notice to convene a General Meeting shall be published on the Company's website no more than three months before the General Meeting's (eight working days before the General Meeting) and at the latest three weeks before the General Meeting, however, always at least nine days before the said record date.

The notice has been published on the Company's website and as stock exchange release on 19 February 2025, in addition to which it is available at the Annual General Meeting.

It is noted that the Annual General Meeting has been convened in accordance with the Articles of Association and the Finnish Companies Act and that the Annual General Meeting was legal and constituted a quorum.

5. Recording the attendance at the meeting and adoption of the list of votes

Information on the list of votes

Shareholders that have duly registered for the Annual General Meeting before the end of the registration period and that have the right to attend the Annual General Meeting pursuant to Chapter 5, Sections 6 and 6a of the Finnish Companies Act and who have either voted in advance during the advance voting period or participate in the Annual General Meeting at the meeting venue, either in person or by proxy, are deemed as shareholders participating in the meeting.

A list of all shareholders, their assistants, proxies and representatives present at the meeting will be compiled, including information on their shareholdings and number of votes. The Chairman of the Annual General Meeting will state the number of shareholders present or represented at the beginning of the meeting and the respective number of shares and votes represented. The Chairman of the Annual General Meeting will also state the presence of the members of the Board of Directors of the Company,

the proposed members to the Board of Directors, the CEO and the auditor of the Company at the meeting.

The list of votes may be examined at the Chairman's table and will be appended to the minutes. The list will be updated based on the participation at the start of a potential vote.

Information on the advance voting and voting instructions provided by nominee-registered shareholders

Shareholders have the possibility to vote in advance on items 7 to 18 on the agenda of the Annual General Meeting during the period beginning on 20 February 2025 at 9:00 a.m. (EET) and ending on 17 March 2025 at 4:00 p.m. (EET). An agenda item subject to advance voting is considered to have been presented unchanged to the Annual General Meeting in accordance with the Finnish Companies Act. Typically, the Company also receives voting instructions from nominee-registered shareholders in advance of the meeting. The Company and the Chairman of the Annual General Meeting will have a list of the results of the advance votes and voting instructions, a summary of which will be appended to the minutes.

If a full vote count is not carried out during an agenda item, the number of votes opposing the agenda item and, in the case of qualified majority decisions, also the number of abstaining votes, based on advance voting and voting instructions provided by nominee-registered shareholders will be recorded in or appended to the minutes. To the extent opposing votes have been cast without presenting a counterproposal in items which cannot be effectively opposed without a counterproposal, such votes will not technically be considered as opposing votes in a vote and will not be recorded in or appended to the minutes. This typically applies to director elections.

Helsinki, 19 February 2025

ENENTO GROUP PLC

Board of Directors