

**ENENTO GROUP PLC
ANNUAL GENERAL MEETING 2025****SHAREHOLDERS' NOMINATION BOARD MEMBERS PROPOSALS
TO THE ANNUAL GENERAL MEETING 2025**

1. The Shareholders' Nomination Board members propose that the number of Board of Directors members be eight. Should one or more of the proposed board members be unavailable for election to the Board of Directors for any reason, the proposed number of board members will be decreased accordingly.

Should any of the aforementioned candidates not be available for election to the Board of Directors for any reason, the remaining available candidates are proposed to be elected according to the proposal.

2. The Shareholders' Nomination Board members propose Tiina Kuusisto, Erik Forsberg, Nora Kerppola and Markus Ehrnrooth to 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.
3. The Board members propose Veli-Matti Mattila, Petra Ålund, Paul Randall and Kalle Alppi to be elected to 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 members have evaluated that all candidates are independent of the company and all, except Petra Ålund is independent of the significant shareholders in accordance with Corporate Governance Code 2025 of Finnish Listed Companies.

Petra Ålund is not independent of the company's significant shareholders as she has employment relationship or service contract with significant shareholders.

4. The Shareholders Nomination Board members propose that Veli-Matti Mattila is selected as the chairperson of the board.
5. The Shareholders' Nomination Board members propose that the remuneration payable to the Board of Directors Chairperson be 100 000 euros per year and to other Board members 40 000 euros per year. An attendance fee of 500 euros shall be paid per Board of Directors meeting.

The Shareholders' Nomination Board members propose 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.

6. The Shareholders' Nomination Board members propose that reasonable travelling expenses for the attendance to the meetings shall be paid to members.
7. The Shareholders' Nomination Board members propose that no remuneration will be paid to the Nomination Board members. The Shareholders' Nomination Board members propose that reasonable travelling expenses for the attendance to the meetings shall be paid to members.
8. The Board members propose that the aforementioned proposed remuneration will become effective immediately after the next Annual General Meeting of the company.