

ANNUAL GENERAL MEETING OF ENENTO GROUP PLC (Business ID: 2194007-7)

Time: 25 March 2026 at 9:00 a.m. (EET)

Place: Sanomatalo, event studio Eliel, Töölölahdenkatu 2, FI-00100 Helsinki, Finland.

Present: Shareholders, proxy representatives and assistants were present or represented at the meeting (including through participation by way of advance voting) in accordance with the list of votes adopted at the meeting ([Appendix 4](#)).

In addition, members of the Board of Directors including Veli-Matti Mattila, Kalle Alppi, Markus Ehrnrooth, Erik Forsberg, Nora Kerppola and Paul Randall, the new proposed member of the Board of Directors Martina Neumayr, the Company's CEO and the Company's auditor as well as technical staff were also present.

1. Opening of the meeting

The Chairperson of the Board of Directors of the Company, Veli-Matti Mattila, opened the meeting and welcomed all shareholders to meeting.

2. Calling the meeting to order

Attorney-at-law Klaus Ilmonen was elected the Chairman of the General Meeting in accordance with the organisational document of the General Meeting, and he called Panu Pöykkylä, the Company's Group General Counsel, to act as the secretary of the meeting and to record the minutes.

It was noted that certain common procedures and matters of order related to the meeting in agenda items 1–5 had been described in more detail in the organisational document published as part of the notice to the General Meeting. The organisational document was enclosed to the minutes as [Appendix 1](#).

It was noted that shareholders had had the possibility to use their voting rights by way of advance voting. Additionally, all custodian banks representing holders of nominee-registered shares had participated in the advance voting on behalf of the shareholders they represented. A summary of votes cast in the advance voting was enclosed to the minutes as [Appendix 2](#). It was noted that based on the votes cast in advance, the majority required by the Finnish Companies Act was in favour of all the proposals made to the General Meeting. Proposals subject to advance voting were considered to have been presented unchanged at the General Meeting.

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

Antti Karlqvist and Teemu Perälä were elected to scrutinize the minutes and to supervise the counting of the votes in the General Meeting.

4. Recording the legality of the meeting

It was noted that the notice to the General Meeting had been published by way of a stock exchange release and on the Company's website on 16 February 2026. The notice to the General Meeting was enclosed to the minutes as [Appendix 3](#).

The proposals made to the General Meeting and the Remuneration Policy for Governing Bodies have been available on the said website as of 16 February 2026, and the Company's Financial Statements, Consolidated Financial Statements, the Report of the Board of Directors and the Auditor's Report as well as the Remuneration Report for Governing Bodies had all been published and available on the said website as of 13 February 2026.

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

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

It was recorded that each shareholder, who on the record date of the General Meeting on 13 March 2026 was registered in the shareholders' register of the Company held by Euroclear Finland Oy, has the right to participate in the Annual General Meeting.

It was noted that there were 94 shareholders represented at the beginning of the General Meeting, corresponding to 15,589,032 shares and votes in total.

The list of votes at the beginning of the meeting was enclosed to the minutes as Appendix 4. It was noted that the list of votes would be adjusted to correspond to the attendance at the beginning of a possible vote.

In addition, members of the Board of Directors including Veli-Matti Mattila, Kalle Alppi, Markus Ehrnrooth, Erik Forsberg, Nora Kerppola and Paul Randall, the new proposed member of the Board of Directors Martina Neumayr, the Company's CEO and the Company's auditor as well as technical staff were also present. Current members of the Board of Directors Tiina Kuusisto and Petra Ålund were unable to participate in the Annual General Meeting.

6. Presentation of the Financial Statements, the Consolidated Financial Statements, the Report of the Board of Directors and the Auditor's Report for the year 2025

It was noted that the Financial Statements of the Company, which includes the Consolidated Financial Statements and the Report of the Board of Directors, as well as the Auditor's Report had been available on the Company's website as of 13 February 2026.

The Company's CEO Teppo Paavola presented an overview of the Company's operations and financial statements for the year 2025 as well as significant events after the financial period.

The Company's auditor-in-charge, Mikko Nieminen presented the Auditor's Report on the Financial Statements.

It was noted that the Company's Financial Statements, Consolidated Financial Statements, the Report of the Board of Directors and the Auditor's Report had been presented to the General Meeting in accordance with the Finnish Companies Act and the Articles of Association.

The Financial Statements documents were enclosed to the minutes as Appendix 5.

7. Adoption of the Financial Statements

The General Meeting resolved to adopt the parent company's Financial Statements and the Consolidated Financial Statements for the financial period from 1 January to 31 December 2025.

8. Resolution on the use of the profit shown on the balance sheet and the distribution of funds

It was noted that according to the parent company's balance sheet as per 31 December 2025, the parent company's distributable funds amounted to EUR 392,939,271.61, including EUR 20,551,608.80 profit for the financial period.

It was noted that the Board of Directors had proposed that a dividend of EUR 0.50 per share be paid for the financial year ended 31 December 2025 (EUR 11,834,645.00 in total, except for shares held in treasury). The dividend will be paid to a shareholder registered in the Company's shareholders' register held by Euroclear Finland Oy on the payment record date of 30 March 2026. The Board of Directors had proposed that the dividend be paid on 15 April 2026.

It was noted that the Board of Directors had further proposed that the Annual General Meeting authorises the Board, at its discretion, to resolve on the distribution of an additional dividend up to a maximum of EUR 0.50 per share. It is the intention of the Board of Directors that the dividend payment pursuant to this authorisation would be carried out in November 2026. The Company would separately publish resolutions of the Board of Directors on the dividend payment and confirm the record and

payment dates in connection with such resolutions. The additional dividend to be paid based on the authorisation would be paid to a shareholder who on the payment record date in question is recorded in the Company's shareholders' register maintained by Euroclear Finland Oy. The Board of Directors had proposed that the authorisation includes the right for the Board of Directors to decide on all other terms and conditions related to the dividend payment. The Board may also decide not to use this authorisation. The authorisation was proposed to remain in effect until the next Annual General Meeting.

The General Meeting resolved to approve the Board of Directors' proposal.

9. Resolution on the discharge of the members of the Board of Directors and the CEO from liability for the financial year 2025

It was noted that the discharge from liability for the financial period 1 January to 31 December 2025 applies to the following persons:

- Patrick Lapveteläinen (Chairperson of the Board of Directors until 25 March 2025)
- Veli-Matti Mattila (Chairperson of the Board of Directors since 25 March 2025)
- Martin Johansson (Member of the Board of Directors until 25 March 2025)
- Minna Parhiala (Member of the Board of Directors until 25 March 2025)
- Nora Kerppola (Member of the Board of Directors)
- Tiina Kuusisto (Member of the Board of Directors)
- Erik Forsberg (Member of the Board of Directors)
- Markus Ehnrooth (Member of the Board of Directors),
- Kalle Alppi (Member of the Board of Directors since 25 March 2025)
- Paul Randall (Member of the Board of Directors since 25 March 2025)
- Petra Ålund (Member of the Board of Directors since 25 March 2025)
- Elina Stråhlman (interim CEO from 1 June 2025 until 6 January 2026)
- Jeanette Jäger (CEO until 31 May 2025).

The General Meeting resolved to discharge the persons that had acted as members of the Board of Directors and the CEO from liability for the financial period ended on 31 December 2025.

10. Presentation of the Remuneration Report for Governing Bodies

It was noted that the Board of Directors had proposed that the Annual General Meeting adopts the Company's Remuneration Report for Governing Bodies. It was recorded that the Company's Remuneration Report for Governing Bodies for the financial year 2025 has been available on the Company's website as of 13 February 2026.

The General Meeting resolved to adopt the presented Remuneration Report. The resolution was advisory.

The Chairman of the General Meeting noted at the meeting for the sake of good order that there is a typographical error on page 2 of the Remuneration Report for Governing Bodies, in the section concerning the remuneration of the CEO for 2026. The error does not affect the remuneration reported for the 2025 financial year. The correct information has been duly presented in the new Remuneration Policy for Governing Bodies to be presented to the General Meeting.

It was recorded that there were 0 opposing votes and 84,353 abstaining votes from shareholders who had voted in advance on this agenda item.

The Remuneration Report for Governing Bodies was enclosed to the minutes as [Appendix 6](#).

11. Presentation of the Remuneration Policy for Governing Bodies

It was noted that the Remuneration Policy for Governing Bodies was last presented to the Annual General Meeting in 2024. The Remuneration Policy must be presented to the General Meeting at least every four years or whenever substantial changes have been made to it. It was noted that the Board of Directors had proposed that the Annual General Meeting adopts the Remuneration Policy for Governing

Bodies, the key proposed changes of which concern the variable remuneration part of the CEO in both short-term and long-term incentives regarding maximum payout.

It was noted that the Company's Remuneration Policy for Governing Bodies had been available on the Company's website as of 16 February 2026 and had been published as part of the notice to the General Meeting.

The General Meeting resolved to adopt the presented Remuneration Policy for Governing Bodies. The resolution was advisory.

It was recorded that there were 2,153,654 opposing votes and 74,325 abstaining votes from shareholders who had voted in advance on this agenda item.

The Remuneration Policy for Governing Bodies was enclosed to the minutes as [Appendix 7](#).

12. Resolution on the remuneration of the members of the Board of Directors

It was noted that the Shareholders' Nomination Board had proposed that the remuneration payable to the Chairperson of the Board of Directors be EUR 105,000 per year (EUR 100,000 in 2025) and to other Board members EUR 42,000 per year (EUR 40,000). In addition, an attendance fee of EUR 525 per Board meeting (EUR 500) would be paid for the attendance to the Board meetings. The Shareholders' Nomination Board had also proposed that the chairpersons of the committees of the Board of Directors would be paid an attendance fee of EUR 525 per committee meeting (EUR 500) and the committee members would be paid an attendance fee of EUR 420 per committee meeting (EUR 400). Reasonable travelling expenses for the attendance to the meetings shall be reimbursed to members of Board of Directors. No remuneration would be paid to the members of the Nomination Board. The Nomination Board had proposed that the proposed remunerations become effective immediately after the Annual General Meeting.

The General Meeting resolved to approve the proposal of the Shareholders' Nomination Board.

It was recorded that there were 624,494 opposing votes and 0 abstaining votes from shareholders who had voted in advance on this agenda item.

Shareholders' Nomination Board's proposals were enclosed to the minutes as [Appendix 8](#).

13. Resolution on the number of members of the Board of Directors

It was noted that the Shareholders' Nomination Board had proposed that the number of members of the Board of Directors be resolved to be eight (8).

The General Meeting resolved to approve the proposal of the Shareholders' Nomination Board and resolved that number of members of the Board of Directors shall be eight (8).

14. Election of the Chairperson and members of the Board of Directors

It was noted that the Shareholders' Nomination Board had proposed that Erik Forsberg, Nora Kerppola, Markus Ehrnrooth, Veli-Matti Mattila, Petra Ålund, Paul Randall and Kalle Alppi 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. In addition, it was proposed that Martina Neumayr be elected as a new member of the Board of Directors for the same term.

It was noted that the Shareholders' Nomination Board had further proposed that Veli-Matti Mattila be elected as the Chairperson of the Board of Directors for the same term.

Of the current members of the Board of Directors, Tiina Kuusisto had informed that she is no longer available for re-election as a member of the Board of Directors.

The General Meeting resolved to approve the proposal of the Shareholders' Nomination Board and resolved to elect Veli-Matti Mattila as the Chairperson of the Board of Directors, re-elect Erik Forsberg,

Nora Kerppola, Markus Ehrnrooth, Petra Ålund, Paul Randall and Kalle Alppi as members of the Board of Directors and to elect Martina Neumayr as a new member of the Board of Directors for the term that will continue until the close of the next Annual General Meeting.

15. Resolution on the remuneration of the auditor and the sustainability reporting assurance provider

It was noted that the Board of Directors had proposed that the remuneration of the auditor and the sustainability reporting assurance provider be paid according to the reasonable invoices approved by the Board of Directors' Audit Committee.

The General Meeting resolved to approve the Board of Directors' proposal.

16. Election of the auditor

It was noted that the Board of Directors, on the recommendation of the Board of Directors' Audit Committee, had proposed that PricewaterhouseCoopers Oy, Authorised Public Accountants Firm, be re-elected as the Company's auditor for a term that will continue until the end of the next Annual General Meeting. PricewaterhouseCoopers Oy had announced that the auditor-in-charge would be Mikko Nieminen, Authorised Public Accountant.

The General Meeting resolved to approve the Board of Directors' proposal and resolved to re-elect PricewaterhouseCoopers Oy, Authorised Public Accountants Firm, as the Company's auditor for a term that will continue until the end of the next Annual General Meeting.

17. Election of the sustainability reporting assurance provider

It was noted that the Board of Directors had proposed, on the recommendation of the Board of Directors' Audit Committee, that PricewaterhouseCoopers Oy, Authorised Sustainability Audit Firm, be re-elected as the Company's sustainability reporting assurance provider for a term that will continue until the end of the next Annual General Meeting. PricewaterhouseCoopers Oy had announced that the principal authorised sustainability auditor would be Mikko Nieminen, Authorised Sustainability Auditor.

The General Meeting resolved to approve the Board of Directors' proposal and resolved to re-elect PricewaterhouseCoopers Oy as the Company's sustainability reporting assurance provider for a term that will continue until the end of the next Annual General Meeting.

It was noted that the regulatory framework concerning sustainability reporting is still evolving and it is not clear whether the Company would be under an obligation to assure the sustainability report. However, the Board of Directors has deemed it appropriate that a sustainability reporting assurance provider be appointed for the Company in the event that a sustainability report is to be prepared and assured.

18. Authorising the Board of Directors to resolve on the issuance of shares

It was noted that the Board of Directors had proposed that the Board of Directors be authorised to resolve on one or more issuances of shares, including the right to issue new shares in the Company or to transfer the Company's treasury shares. The authorisation would cover up to a total of 1,500,000 shares.

The Board of Directors would also be authorised to resolve on the issuance of shares in deviation from the shareholders' pre-emptive rights (directed issue) if there would be a weighty financial reason for such issuance. The authorisation could be used for material arrangements from the Company's point of view, such as financing or carrying out business arrangements or investments, or as a part of the Company's remuneration or incentive plans, or for other such purposes determined by the Board of Directors.

The Board of Directors would be authorised to resolve on all other terms and conditions of the issuance of shares, including the payment period, grounds for the determination of the subscription price and subscription price or issuance of shares without consideration or that the subscription price may be paid besides in cash also by other assets either partially or entirely.

The authorisation would be effective for 18 months from the close of the Annual General Meeting i.e. until 25 September 2027, and it would revoke the share issuance authorisation granted to the Board of Directors by the Annual General Meeting on 24 March 2025.

The General Meeting resolved to authorise the Board of Directors to resolve on the issuance of shares in accordance with the Board of Directors' proposal.

19. Authorising the Board of Directors to resolve on the repurchase of the Company's own shares

It was noted that the Board of Directors had proposed that the Board of Directors be authorised to decide, in one or several instalments, on the repurchase of maximum of 1,500,000 of the Company's own shares.

The shares would be repurchased using the Company's invested unrestricted shareholders' equity, and thus, the repurchases will reduce funds available for distribution. The shares could be repurchased for developing the Company's capital structure, for financing or carrying out potential corporate acquisitions or other business arrangements, to be used as a part of the Company's remuneration or incentive plans or to be otherwise transferred further, retained by the Company as treasury shares, or cancelled, for example.

The shares may be repurchased either through an offer to all shareholders on equal terms or through other means and otherwise than in proportion to the existing shareholdings of the Company as directed repurchases, if the Board of Directors deems that there are weighty financial reasons for such directed repurchases.

The purchase price per share shall be the market price of the shares quoted on the trading venues where the Company's shares are traded or at the price otherwise established on the market terms at the time of the repurchase.

The Board of Directors shall resolve on all other matters related to the repurchase of the Company's own shares, including on how shares will be repurchased. Among other means, derivatives may be used in acquiring the shares. The authorisation would be effective for 18 months from the close of the Annual General Meeting i.e. until 25 September 2027, and it shall cancel the authorisation to repurchase the Company's shares granted to the Board of Directors by the Annual General Meeting on 24 March 2025.

The General Meeting resolved to authorise the Board of Directors to resolve on the repurchase of the Company's own shares in accordance with the Board of Directors' proposal.

It was recorded that there were 6,721 abstaining votes from shareholders who had voted in advance on this agenda item.

20. Closing of the meeting

It was recorded that all decisions of the General Meeting were unanimous unless otherwise indicated in the minutes.

The Chairman noted that all of the matters on the agenda had been addressed and the minutes of the General Meeting would be available on the Company's website on 8 April 2026 at the latest.

The Chairman thanked the shareholders and the management of the Company and closed the meeting at 9.49 a.m. (EET).

Chairman of the Annual General Meeting:

KLAUS ILMONEN
Klaus Ilmonen

In witness whereof:

PANU PÖKKYLÄ
Panu Pökkylä

Minutes reviewed and confirmed by:

ANTTI KARLQVIST
Antti Karlqvist

TEEMU PERÄLÄ
Teemu Perälä

APPENDICES

- Appendix 1 Organisational Document
- Appendix 2 A summary of votes cast in advance voting
- Appendix 3 The notice to the General Meeting
- Appendix 4 The list of votes
- Appendix 5 The Financial Statements, the Consolidated Financial Statements, the Report of the Board of Directors and the Auditor's Report
- Appendix 6 The Remuneration Report for Governing Bodies
- Appendix 7 The Remuneration Policy for Governing Bodies
- Appendix 8 Proposals of the Shareholders' Nomination Board to the General Meeting