



ANNUAL GENERAL MEETING

Time: Thursday April 23, 2026 at 1:00 p.m. (EEST)

Place Clarion Hotel Aviapolis, Karhumäentie 5, 01530 Vantaa, Finland

Present: The shareholders recorded in the list of votes approved at the meeting were present or represented at the meeting.

In addition, Attorney-at-Law Riikka Rannikko, Group General Counsel Hanna Sivenius, the members of the Board of Directors, the CEO and other members of the company's management team, representative of the company's auditor PricewaterhouseCoopers as well as the new proposed Board member Teemu Kangas-Kärki were present at the meeting. In addition to the shareholders and the aforementioned persons, meeting staff and members of the company's management and representatives of the company were present at the meeting venue.

1. Opening of the meeting

The Chairperson of the company's Board of Directors, Terho Kalliokoski, opened the meeting and gave a brief presentation (**Appendix 1**) and presented the members of the Board of Directors present at the venue.

2. Calling the meeting to order

Attorney-at-Law Riikka Rannikko, was elected as Chairperson of the meeting, who called Hanna Sivenius to act as the secretary.

The Chairperson explained the procedures for handling the items on the agenda of the meeting.

It was noted that the meeting's language was Finnish, but that it was possible to present speeches and questions in English as well. The meeting was interpreted simultaneously from Finnish into English.

It was noted that shareholders registered in the company's shareholders' register on the record date and who had registered for the General Meeting were able to follow the General Meeting via webcast. It was noted that it was not possible to ask questions, make proposals to the meeting, make other interventions or vote via webcast and that following the meeting via webcast was not considered as participation in the General Meeting or as the exercise of shareholders' rights. Shareholders exercising their voting rights had had to vote in advance or appoint a proxy.

It was noted that the proposals of the Board of Directors for the General Meeting had been published as part of the notice to the General Meeting in the stock exchange release published on March 25, 2026, and in full on the company's website on the same day. It was noted that the proposals of the Shareholders' Nomination Board had been published in the stock exchange release published on January 26, 2026, and in full on the company's website on the same date.

The Chairperson noted that the shareholders recorded in the shareholders' register on the record date had had the opportunity to vote in advance in regards of agenda items 7 – 19. It was noted that according to the Companies Act, the resolution proposal that has been subject to advance voting is deemed to have been presented unchanged at the General Meeting.

The Chairperson noted, based on advance votes, that if a full vote count is not carried out on an item, the number of opposing and/or empty votes for each item will be recorded in the minutes. The Chairperson further noted that to the extent that the summary list contains opposing votes without a counterproposal on items where the proposal



could not be opposed without a counterproposal, such votes would not be formally taken into account as votes against the resolution proposal, and would not be entered in the relevant sections of the minutes. It was further noted that the summaries of advance votes were attached to the minutes (**Appendix 2**).

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

Katariina Hietaranta and Jarkko Lehtismäki were elected as the scrutinizers of the meeting minutes and as the supervisors of the counting of votes.

4. Recording the legality of the meeting

It was noted that the notice to the meeting had been published as a stock exchange release on March 25, 2026, and on the company's website on the same date.

It was recorded that the documents required by the Companies Act to be made available for inspection had been made available on the company's website at least three weeks before the meeting.

It was noted that the General Meeting had been convened in accordance with the Articles of Association and the Companies Act.

The notice to the meeting was attached to the minutes (**Appendix 3**).

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

It was noted that those shareholders who have duly registered for the General Meeting before the end of the registration period and who have the right to participate in the general meeting pursuant to Chapter 5, Sections 6 and 6 a of the Companies Act and who have either voted in advance during the advance voting period or participate in the General Meeting at the meeting venue are deemed to be shareholders participating in the meeting. In accordance with the Companies Act, the shares held by the company have not entitled to participate in the General Meeting.

A list of participants at the beginning of the meeting and a list of votes were presented, according to which a total of 39 shareholders were present at the beginning of the meeting, either by advance voting or at the meeting venue in person or represented by a legal representative or an authorized proxy. It was recorded that 18,230,768 shares and votes were represented at the beginning of the meeting, representing a total of 45.6 per cent of the company's total number of outstanding shares and votes.

The list of participants and the list of votes represented at the beginning of the meeting were approved and attached to the minutes (**Appendix 4**). It was noted that the list of votes will be confirmed to reflect the participation situation at the beginning of a possible vote.

6. Presentation of the annual accounts, including the consolidated accounts, the report of the Board of Directors and the auditor's report for the financial year January 1, 2025 – December 31, 2025

It was noted that the company had published the annual accounts in a stock exchange release on March 24, 2026, from which date the annual accounts have been available for inspection on the company's website and were also available for inspection at the meeting venue.

The CEO presented a review of the annual accounts from the financial year 2025 as well as the company's business activities. The CEO's review was attached to the minutes (**Appendix 5**).

The annual accounts for the financial year 2025 were presented, which included the profit and loss account, the balance sheet and the statement of cash flows, as well as the consolidated annual accounts and the report of the Board of Directors.

Anna-Mari Riihimäki from auditing firm PricewaterhouseCoopers Oy, who participated in the auditing of the company's 2025 annual accounts, presented the auditor's report to the General Meeting.

Shareholders asked questions regarding the company's operations. The company's CEO answered the questions.

The annual accounts, the auditor's report and the assurance report on the sustainability statement were attached to the minutes (**Appendices 6, 7 and 8**).

7. Adoption of annual accounts and consolidated accounts

It was noted that the company's auditor had advocated the adoption of the annual accounts in their report.

The General Meeting resolved to adopt the consolidated accounts and the annual accounts of the parent company for the financial year of January 1, 2025 –December 31, 2025.

It was recorded that there were 0 opposing votes cast by shareholders who voted in advance on this agenda item.

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

It was noted that the distributable funds of the parent company as of December 31, 2025, amounted to EUR 88,071,552.19 of which the loss for the year was EUR -10,129,787.27.

The Board of Directors had proposed to the General Meeting that a dividend of EUR 0.05 per share be distributed for the year 2025 to shareholders registered in the Company's register of shareholders maintained by Euroclear Finland Oy on the dividend record date of October 23, 2026. The payment date proposed by the Board of Directors is October 30, 2026. It was recorded that the Board of Directors had proposed that it be authorized to decide, if necessary, on a new dividend payment record date and payment date for the instalment if the rules and statutes of the Finnish book-entry system change or otherwise so require. The authorization is valid until the next Annual General Meeting.

As the financial year of the company that ended on December 31, 2025 was loss-making, shareholders do not have a right to require the payment of minority dividend on the basis of Chapter 13 Section 7 of the Limited Liability Companies Act.

The company's CEO answered the shareholder's questions regarding the distribution of dividend.

It was noted that the proposal was included in its entirety in the notice to the meeting attached to the minutes (**Appendix 3**).

It was noted that the auditor had stated in their opinion that the proposal of the Board of Directors was in accordance with the Companies Act.

The General Meeting resolved on the use of the profit shown on the balance sheet and on authorising the Board of Directors to decide on the distribution of dividend in accordance with the proposal of the Board of Directors.

It was recorded that there were 0 opposing votes cast by shareholders who voted in advance on this agenda item.

9. Resolution on the discharge of the members of the Board of Directors and the CEO from liability for the financial year January 1, 2025 – December 31, 2025

It was noted that the discharge from liability for the financial year 2025 concerned the following persons:

- Terho Kalliokoski, Chairperson of the Board of Directors
- Harri Sivula, Deputy Chairperson of the Board of Directors
- Maren Kroll, member of the Board of Directors
- Kati Riikonen, member of the Board of Directors

- Jaana Viertola-Truini, member of the Board of Directors
- Antti Mäkelä, member of the Board of Directors until May 22, 2025
- Aaron Heidari, member of the Board of Directors as of May 22, 2025
- Tapio Pajuharju, CEO until October 16, 2025
- Juha Kalliokoski, member of the Board of Directors until October 16, 2025, CEO as of October 16, 2025

The General Meeting resolved to discharge the members of the Board of Directors and the CEO from liability for the financial year 2025.

It was recorded that there were 0 opposing votes cast by shareholders who voted in advance on this agenda item.

10. Advisory resolution on the approval of the remuneration report for governing bodies

It was noted that the remuneration report had been published in a stock exchange release on March 24, 2026 in connection with the annual accounts and had been available on the company's website as of the same date. In addition, the remuneration report was available for inspection at the meeting venue.

The remuneration report was attached to the minutes (**Appendix 9**).

The General Meeting had received the remuneration report for governing bodies and resolved to approve it. The resolution was advisory.

It was recorded that there were 724,000 opposing votes cast by shareholders who voted in advance on this agenda item.

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

Pekka Pajamo, chairperson of the Shareholders' Nomination Board, presented the Nomination Board's proposal for the remuneration of the members of the Board of Directors to the General Meeting.

It was noted that the Shareholders' Nomination Board had proposed to the General Meeting that the annual compensation for both the Board of Directors and committee members remain unchanged. The proposed annual remuneration was accordingly as follows:

- Chairperson of the Board of Directors EUR 70,000
- Member of the Board of Directors EUR 32,000
- Chairperson of the Audit Committee EUR 7,000
- Member of the Audit Committee EUR 3,500
- Chairperson of the Personnel and Remuneration Committee EUR 7,000
- Member of the Personnel and Remuneration Committee EUR 3,500

The Shareholders' Nomination Board had also proposed that a Board member be paid a fee of EUR 500 for each Board or committee meeting to which the member travels outside his or her country of residence.

The Shareholders' Nomination Board had proposed to the General Meeting that 40 percent of the annual fee of the Chairperson and the members of the Board of Directors be paid in Kamux Corporation's shares, either purchased at a prevailing market price from the market or alternatively by using own shares held by the company. The transfer of treasury shares or acquisition of shares directly for the members of the Board of Directors will be executed within one (1) month from the publication of the interim review for the period January 1, 2026–March 31, 2026. The rest of the annual fee would be paid in cash, which is used to cover taxes arising from the fees. The company pays the transaction costs and transfer taxes related to the purchase and transfer of shares.

Committee fees are to be paid in cash. Should the Board of Directors choose to establish additional committees, the annual compensation for both the Chairperson and members of the new committee will match that of existing committees. Meeting fees are also paid in cash. Travel costs will be compensated according to the company's travel policy.

It was noted that the proposal was included in its entirety in the notice to the meeting attached to the minutes (**Appendix 3**).

The General Meeting resolved to approve the proposal of the Shareholders' Nomination Board for the remuneration of the members of the Board of Directors.

It was recorded that there were 0 opposing votes cast by shareholders who voted in advance on this agenda item.

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

Pekka Pajamo, chairperson of the Shareholders' Nomination Board, presented the Nomination Board's proposal for the number of members of the Board of Directors to the General Meeting.

It was noted that, in accordance with the Articles of Association, the Board of Directors shall comprise a minimum of four (4) and a maximum of eight (8) members. The term of a member of the Board of Directors shall end on the end of the next Annual General Meeting following his or her election.

The current number of the members of the Board of Directors is six (6).

It was noted that the Shareholders' Nomination Board had proposed to the General Meeting that six (6) members be elected to the Board of Directors.

It was noted that the proposal was included in its entirety in the notice to the meeting attached to the minutes (**Appendix 3**).

The General Meeting resolved to approve the proposal of the Shareholders' Nomination Board and that six (6) members will be elected to the Board of Directors.

13. Election of members, the Chairperson and the Vice Chairperson of the Board of Directors

Pekka Pajamo, chairperson of the Shareholders' Nomination Board, presented the Nomination Board's proposal for the members, Chairperson and Vice Chairperson of the Board of Directors to the General Meeting.

It was noted that the Shareholders' Nomination Board had proposed to the General Meeting that of the current members of the Board of Directors, Aaron Heidari, Terho Kalliokoski, Maren Kroll, Kati Riikonen and Jaana Viertola-Truini be re-elected as members of the Board of Directors and Teemu Kangas-Kärki be elected as new member of the Board of Directors. Additionally, the Shareholders' Nomination Board had proposed to the Annual General Meeting that Terho Kalliokoski be re-elected as Chairperson of the Board of Directors and Teemu Kangas-Kärki be elected as Vice Chairperson of the Board of Directors.

It was noted that the proposal was included in its entirety in the notice to the meeting attached to the minutes (**Appendix 3**).

The General Meeting resolved to elect the persons proposed by the Shareholders' Nomination Board as members, Chairperson and Vice Chairperson of the Board of Directors for the term that begins at the end of the General Meeting on April 23, 2026 and expires at the end of the Annual General Meeting 2027.

14. Resolution on the remuneration of the auditor

It was noted that the Board of Directors had proposed to the General Meeting that the remuneration of the auditor to be elected be paid according to a reasonable invoice as approved by the Board of Directors.

It was noted that the proposal was included in its entirety in the notice to the meeting attached to the minutes (**Appendix 3**).

The General Meeting resolved in accordance with the proposal of the Board of Directors that the remuneration of the auditor be paid according to a reasonable invoice as approved by the Board of Directors.

It was recorded that there were 0 opposing votes cast by shareholders who voted in advance on this agenda item.

15. Election of the auditor

It was noted that according to the Articles of Association, the company's auditor must be an auditing firm approved by the Finnish Patent and Registration Office, and the auditor's term of office ends at the end of the Annual General Meeting following the election. During the previous financial year, the company's auditor has been PricewaterhouseCoopers Oy, with Authorized Public Accountant Markku Launis as its principal auditor.

It was noted that, in accordance with the recommendation of the Audit Committee, the Board of Directors had proposed to the General Meeting that the auditing firm PricewaterhouseCoopers Oy be re-elected as the company's auditor. PricewaterhouseCoopers Oy had informed that Authorized Public Accountant Markku Launis would act as the principal auditor.

It was noted that the proposal was included in its entirety in the notice to the meeting attached to the minutes (**Appendix 3**).

The General Meeting resolved, in accordance with the proposal of the Board of Directors, to elect PricewaterhouseCoopers Oy, Authorized Public Accountants, as the company's auditor. The auditor's term of office will end at the end of the next Annual General Meeting following the election.

It was recorded that there were 0 opposing votes cast by shareholders who voted in advance on this agenda item.

16. Resolution on the remuneration of the sustainability reporting assurer

It was noted that the Board of Directors had proposed to the General Meeting that the remuneration of the sustainability reporting assurer to be elected be paid according to a reasonable invoice as approved by the Board of Directors.

It was noted that the proposal was included in its entirety in the notice to meeting attached to the minutes (**Appendix 3**).

The General Meeting resolved in accordance with the proposal of the Board of Directors that the remuneration of the sustainability reporting assurer be paid according to a reasonable invoice as approved by the Board of Directors.

It was recorded that there were 0 opposing votes cast by shareholders who voted in advance on this agenda item.

17. Election of the sustainability reporting assurer

It was noted that the Board of Directors had proposed to the General Meeting, in accordance with the recommendation of the Audit Committee, that the sustainability auditing firm BDO Oy be re-elected as the company's statutory sustainability reporting assurer. BDO Oy had informed that Authorized Sustainability Auditor Vesa Vuorinen would act as the principally responsible sustainability reporting assurer.

It was noted that the proposal was included in its entirety in the notice to the meeting attached to the minutes (**Appendix 3**).

The General Meeting resolved, in accordance with the proposal of the Board of Directors, to elect BDO Oy, Authorized Sustainability Audit Firm, as the company's statutory sustainability reporting assurer. The term of the sustainability reporting assurer ends at the end of the Annual General Meeting following the election.

It was recorded that there were 0 opposing votes cast by shareholders who voted in advance on this agenda item.

18. Authorizing the Board of Directors to decide on the share issue

It was noted that the Board of Directors had proposed to the General Meeting that the Board of Directors be authorized to decide on the issuance of shares in one or more tranches as follows:

The number of shares to be issued based on the authorization shall not exceed 4,000,000 (four million), which currently corresponds to approximately 10 (ten) per cent of all the shares in the company.

The Board of Directors decides on the terms and conditions of the issuance of shares. The authorization concerns both the issuance of new shares and the transfer of treasury shares either against payment or without consideration. The issuance of shares may be carried out in deviation from shareholders' pre-emptive right (directed issue) for a weighty financial reason for the company, such as using the shares to develop the company's capital structure, to finance possible acquisitions, capital expenditure or other arrangements within the scope of the company's business operations, or to implement the company's commitment and incentive scheme.

The authorization cancels the authorization given to the Board of Directors by the Annual General Meeting of May 22, 2025, and is valid until the closing of the next Annual General Meeting, however, no longer than until June 30, 2027.

It was noted that the proposal was included in its entirety in the notice to the meeting attached to the minutes (**Appendix 3**).

The General Meeting resolved to authorize the Board of Directors to decide on the issuance of shares in accordance with the proposal of the Board of Directors.

It was recorded that there were 179 opposing votes and 23,500 abstaining votes cast by shareholders that had voted in advance on this agenda item.

19. Authorizing the Board of Directors to decide on the repurchase of company's own shares

It was noted that the Board of Directors had proposed that the Annual General Meeting authorizes the Board of Directors to decide on the repurchase of a maximum of 4,000,000 (four million) company's own shares using the unrestricted equity of the company, representing about 10 (ten) per cent of all the shares in the company. The authorization includes the right to accept company's own shares as a pledge.

The shares shall be acquired through public trading, for which reason the shares are acquired otherwise than in proportion to the share ownership of the shareholders and the consideration paid for the shares shall be the market price of the company's share in public trading at Nasdaq Helsinki Ltd at the time of the acquisition. Shares may also be acquired outside public trading for a price which is no higher than the market price in public trading at the time of the acquisition. The Board of Directors will be authorized to resolve upon how the shares are acquired.

The authorization includes the Board of Director's right to resolve on a directed repurchase or an acceptance of the shares as a pledge, if there is a compelling financial reason for the company to do so as provided for in Chapter 15, Section 6 of the Limited Liability Companies Act. The shares shall be acquired to be used for execution of the company's share-based incentive schemes or for other purposes determined by the Board of Directors.

The decision to repurchase the company's own shares or to accept them as pledge shall not be made so that the shares of the company in the possession of or held as pledges by the company and its subsidiaries would exceed 10 (ten) per cent of all shares.

The Board of Directors shall decide on any other matters related to the repurchase of the company's own shares and/or accepting them as a pledge.



The authorization cancels the authorization given to the Board of Directors by the Annual General Meeting of May 22, 2025, and is valid until the closing of the next Annual General Meeting, however no longer than until June 30, 2027.

It was noted that the proposal was included in its entirety in the notice to the meeting attached to the minutes (**Appendix 3**).

The General Meeting resolved to authorize the Board of Directors to decide on the repurchase of the company's shares in accordance with the proposal of the Board of Directors.

It was recorded that there were 0 opposing votes and 23,500 abstaining votes cast by shareholders that had voted in advance on this agenda item.

20. Closing of the Meeting

The Chairperson noted that all matters mentioned in the agenda had been dealt with and that the minutes of the meeting would be available on the company's website at the latest on May 7, 2026.

The Chairperson closed the meeting at 2:00 p.m. (EEST).



Chairperson of the General Meeting

RIIKKA RANNIKKO

Riikka Rannikko

Secretary of the General Meeting

HANNA SIVENIUS

Hanna Sivenius

Minutes reviewed and scrutinized by

KATARIINA HIETARANTA

Katariina Hietaranta

JARKKO LEHTISMÄKI

Jarkko Lehtismäki

APPENDICES:

Appendix 1 Presentation by the Chairperson of the Board of Directors

Appendix 2 Summary of advance votes

Appendix 3 Notice to the General Meeting

Appendix 4 Participation status and list of votes

Appendix 5 CEO's review

Appendix 6 Annual accounts

Appendix 7 Auditor's report

Appendix 8 Assurance report on the sustainability statement

Appendix 9 Remuneration report