

ASPOCOMP GROUP PLC

Minutes 1 / 2026

Business ID: 1547801-5

Unofficial translation of the original signed document in Finnish. In case of discrepancies, the Finnish version shall prevail.

ANNUAL GENERAL MEETING OF ASPOCOMP GROUP PLC

Time: 29 April 2026 at 10.00 a.m.

Place: Keilaranta 1, 1st floor Auditorium, Espoo

Present: Shareholders and their proxy representatives and assistants registered in the list of votes approved at the meeting were represented.

In addition, the members of the Board of Directors, the CEO, other management, the principal auditor, advisors and meeting clerks were present.

1 OPENING OF THE MEETING

The Chair of the Board of Directors, Ville Vuori, opened the meeting and welcomed the shareholders to the meeting.

2 CALLING THE MEETING TO ORDER

Attorney-at-law Tomi Merenheimo was elected as the Chair of the General Meeting, and he invited lawyer Helena Karlsson-Koskela to act as secretary of the meeting.

The Chair outlined the procedures for addressing the items on the meeting agenda and confirmed that the order of business was in accordance with the notice of the General Meeting.

3 ELECTION OF PERSONS TO SCRUTINIZE THE MINUTES AND TO SUPERVISE THE COUNTING OF VOTES

Jouni Koskinen and Rami Saajoranta were elected to scrutinize the minutes and to supervise the counting of votes if necessary.

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4 RECORDING THE LEGALITY OF THE MEETING

It was noted that the notice of the meeting had been published on the company's website and in a stock exchange release on 25 February 2026. It was further noted that the documents required to be kept available in accordance with the Limited Liability Companies Act had been available on the company's website for at least three weeks prior to the meeting.

It was noted that the Annual General Meeting had been convened in accordance with both the Articles of Association and the Limited Liability Companies Act, and that the meeting therefore constituted a quorum. The notice of the meeting was appended to the minutes ([Appendix 1](#)).

5 RECORDING THE ATTENDANCE AT THE MEETING AND ADOPTION OF THE LIST OF VOTES

It was noted that the shareholders' register was available at the General Meeting.

The secretary of the General Meeting stated that, according to the attendance list prepared at the beginning of the meeting, 21 shareholders were represented at the General Meeting, representing 3,096,108 shares.

The attendance list was confirmed and appended to the minutes ([Appendix 2](#)).

6 PRESENTATION OF THE ANNUAL ACCOUNTS, THE CONSOLIDATED ANNUAL ACCOUNTS, THE REPORT OF THE BOARD OF DIRECTORS AND THE AUDITOR'S REPORT FOR THE YEAR 2025

It was noted that the annual accounts documentation and the auditor's report had been available on the company's website as of 6 March 2026 and were also available at the meeting venue. It was further noted that the annual accounts for the financial year 2025 include the income statement, balance sheet, and cash flow statement with notes, as well as the consolidated annual accounts and the report of the Board of Directors.

The CEO Manu Skyttä gave the CEO's review, in which he covered the company's most significant events of 2025 and presented the company's annual accounts for the year 2025.

Authorized Public Accountant Erika Grönlund from the audit firm Ernst & Young Oy presented the auditor's report.

The CEO's review and the annual accounts documentation (including the auditor's report) were appended to the minutes ([Appendix 3](#)).

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Shareholders presented questions to the Board of Directors and the company's management regarding, among other things, the company's profitability, financial performance and remuneration system. The company's management and the Chair of the Board of Directors responded to the questions.

It was noted that the company's annual accounts, consolidated annual accounts, report of the Board of Directors, and the auditor's report had been presented to the General Meeting in accordance with the law and the Articles of Association.

7 ADOPTION OF THE ANNUAL ACCOUNTS AND THE CONSOLIDATED ANNUAL ACCOUNTS

It was resolved to adopt the annual accounts and the consolidated annual accounts for the financial period 1 January 2025 to 31 December 2025.

8 RESOLUTION ON THE USE OF THE PROFIT SHOWN ON THE BALANCE SHEET AND PAYMENT OF DIVIDEND

It was noted that the Board of Directors had proposed to the General Meeting that no dividend be paid for the fiscal year 1 January 2025 to 31 December 2025.

It was resolved to use the profit shown on the balance sheet and payment of the dividend in accordance with the proposal of the Board of Directors.

9 RESOLUTION ON THE DISCHARGE FROM LIABILITY OF THE MEMBERS OF THE BOARD OF DIRECTORS AND THE CEO

It was resolved to grant discharge from liability to the members of the Board of Directors and the CEO for the financial year 2025.

10 PRESENTATION OF THE REMUNERATION REPORT 2025 FOR THE COMPANY'S GOVERNING BODIES

It was noted that the Remuneration Report for the governing bodies 2025 had been published by a stock exchange release on 25 February 2026 and had been available on the company's website since then. The Remuneration Report was also available at the meeting venue.

The Chair of the Board of Directors, Ville Vuori, presented the Remuneration Report for the governing bodies.

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It was noted that the Remuneration Report for 2025 was presented to the General Meeting. The Remuneration Report was appended to the minutes ([Appendix 4](#)).

It was noted that the Board of Directors had proposed to the general meeting that it approve the company's Remuneration Report for the governing bodies 2025. The resolution of the General Meeting on the approval of the Remuneration Report is advisory in nature.

It was resolved to approve the Remuneration Report for the governing bodies concerning the year 2025.

11 RESOLUTION ON THE REMUNERATION OF THE MEMBERS OF THE BOARD OF DIRECTORS

It was noted that the Shareholders' Nomination Board had proposed to the Annual General Meeting that the remuneration of the Board of Directors be increased and paid as follows: EUR 35,000 for the chairman of the Board of Directors, EUR 25,000 for the vice chairman, and EUR 20,000 for each of the other members in remuneration for their term of office. The Nomination Board had further proposed that no voluntary earning-related pension insurance contributions be paid for the remuneration of the Board of Directors. As a result, the proposed increase in remuneration will not generate additional costs for the company compared to the current level.

In addition, the Nomination Board has proposed that EUR 1,000 be paid as remuneration per meeting to the chairman and that the other members be paid EUR 500 per meeting of the Board and its committees. The Nomination Board had also proposed that the members of the Board of Directors be reimbursed for reasonable travel costs.

It was resolved to approve the remuneration of the members of the Board of Directors in accordance with the proposal of the Shareholders' Nomination Board.

12 RESOLUTION ON THE NUMBER OF MEMBERS OF THE BOARD OF DIRECTORS

It was noted that the Shareholders' Nomination Board had proposed to the General Meeting that four (4) members be elected to the Board of Directors.

It was resolved to determine the number of members of the Board of Directors in accordance with the proposal of the Shareholders' Nomination Board.

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13 ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS

It was noted that the Shareholders' Nomination Board had proposed to the Annual General Meeting that the current members of the Board of Directors Jenni Enroth, Kaisa Kokkonen, Anssi Korhonen and Ville Vuori be re-elected as members to the Board of Directors. In accordance with the Articles of Association of the company, the term of office of the members of the Board of Directors ends at the closing of the next Annual General Meeting following the election.

It was resolved to elect the members of the Board of Directors in accordance with the proposal of the Shareholders' Nomination Board.

14 RESOLUTION ON THE REMUNERATION OF THE AUDITOR

It was noted that the Board of Directors had proposed to the General Meeting that the auditor's fees be paid according to the auditor's invoice.

It was resolved to approve the auditor's remuneration in accordance with the proposal of the Board of Directors.

15 ELECTION OF THE AUDITOR

It was noted that the Board of Directors had proposed to the General Meeting that Ernst & Young Oy, Authorized Public Accountants be elected as the company's auditor. Ernst & Young Oy has notified that Authorized Public Accountant Erika Grönlund will act as the principal auditor. In accordance with the Articles of Association of the company, the term of office of the auditor ends at the closing of the next Annual General Meeting following the election.

It was resolved to elect the auditor in accordance with the proposal of the Board of Directors.

16 AUTHORIZING THE BOARD OF DIRECTORS TO DECIDE ON ISSUANCE OF SHARES, OPTIONS AND OTHER SPECIAL RIGHTS

It was noted that the Board of Directors had proposed to the General Meeting that the Board of Directors would be authorized to, in one or several instalments, decide on the issuance of shares and the issuance of options and other special rights entitling to shares referred to in Chapter 10, Section 1 of the Limited Liability Companies Act, as follows:

- The number of shares to be issued under the authorization may in total amount to a maximum of 752,292 shares.

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- The Board of Directors will decide on all terms and conditions of the issuance of shares, options, and other special rights entitling to shares. The authorization concerns both the issuance of new shares as well as treasury shares possibly held by the company.
- The issuance of shares and of options and other special rights entitling to shares referred to in Chapter 10, Section 1 of the Limited Liability Companies Act may be carried out in deviation from the shareholders' pre-emptive rights (directed issue).
- The authorization would revoke the authorization granted by the General Meeting on 29 April 2025, to decide on the issuance of shares and the issuance of special rights entitling to shares.
- The authorization is valid until 30 June 2027.

It was resolved to authorize the Board of Directors to decide on issuance of shares, as well as the issuance of options and other special rights in accordance with the proposal of the Board of Directors

17 CLOSING OF THE MEETING

The Chair of the General Meeting noted that all items on the agenda of the General Meeting had been addressed.

It was noted that the minutes will be available at the company's headquarters and on the company's website at the latest within two weeks of the meeting.

The Chair thanked the participants and closed the meeting at 10:57 a.m.

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SIGNATURES

In fidem

Tomi Merenheimo
Chair of the General Meeting

Helena Karlsson-Koskela
Secretary of the General Meeting

Minutes scrutinized and approved:

Jouni Koskinen
Scrutinizer of the minutes

Rami Saajoranta
Scrutinizer of the minutes

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APPENDICES

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| Appendix 1 | Notice to the Annual General Meeting |
| Appendix 2 | Attendance list and list of votes |
| Appendix 3 | CEO's review and annual accounts documentation |
| Appendix 4 | Remuneration Report for governing bodies 2025 |