

ANNUAL GENERAL MEETING OF EEZY PLC

Date and time: 8 April 2025 at 10:00 a.m.

Place: Jura-Sali, Kasarmikatu 21 B, Helsinki, Finland

In attendance: The shareholders shown on the list of votes adopted at the meeting ([Appendix 3](#)) were present at the start of the meeting, either in person or represented by proxy.

Chairperson of the board Tapio Pajuharju, members of the board Kati Hagros, Tomi Laaksola, Maria Pajamo, Paul Savolainen and Mika Uotila, current CEO Siina Saksi, the new CEO Johan Westermarck, other members of the company's management team, the responsible auditor and sustainability reporting assurer, APA, ASA Niklas Oikia, as well as meeting officials and technical staff were also present. The member of the board Mikko Wirén was unable to attend the meeting.

1 OPENING OF THE MEETING

Chairperson of the board of directors Tapio Pajuharju opened the meeting, welcomed the participants in his opening remarks and presented the new CEO Johan Westermarck, who introduced himself to the meeting.

2 CALLING THE MEETING TO ORDER

Attorney Pauliina Tenhunen was appointed as the chairperson of the general meeting, and she invited Attorney Teresa Kauppila to act as the secretary of the meeting.

The chairperson explained the procedures for the meeting and for covering the topics on the meeting's agenda.

It was noted that it is possible to watch the general meeting via an online broadcast. It is not possible to ask questions, make counterproposals, otherwise take the floor or vote via the online broadcast. Watching the meeting via the online broadcast does not constitute participating in the meeting or exercising shareholder rights.

It was noted that shareholders registered in the shareholder register on the record date of the general meeting have had the opportunity to vote in advance on agenda items 7–20 and that a proposed resolution that is subject to advance voting is considered to be presented unchanged in the general meeting in accordance with the Finnish Limited Liability Companies Act.

It was noted that the advance votes are taken into account in the meeting's decision-making as such and that the opposing or abstaining advance votes are recorded in the minutes without separate mention. To the extent a proposed resolution on the agenda could not, due to the nature of the matter, be opposed without presenting a counterproposal and where the matter is such that the general meeting is, under law or the articles of association, required to make a decision, a potential opposing advance vote cast without a counterproposal is interpreted as an opinion and it is not recorded in the minutes.

It was noted that summaries of the votes cast in advance would be attached to the minutes ([Appendix 1](#)).

3 ELECTION OF THE PERSON TO SCRUTINISE THE MINUTES AND THE PERSON TO SUPERVISE THE COUNTING OF VOTES

Aino Nylander was elected to scrutinise the minutes and supervise the counting of votes.

4 RECORDING THE LEGALITY OF THE MEETING

It was noted that, pursuant to article 9 of the articles of association, the general meeting shall be convened in compliance with the provisions on the convocation period and the manner of convocation of the Finnish Limited Liability Companies Act. If the company's shares are traded on a regulated market or multilateral trading facility, the notice convening the general meeting shall be delivered by publishing the notice on the company's website no earlier than three months and no later than three weeks prior to the general meeting, in any event no later than nine days prior to the record date pursuant to the Finnish Limited Liability Companies Act.

It was noted that the notice convening the general meeting, including all of the proposed resolutions on the agenda of the general meeting had been published by a stock exchange release on 13 February 2025, from which date the notice had been available on the company's website. The company's financial statements, report of the board of directors, auditor's report and the assurance opinion on the sustainability reporting as well as the remuneration report for governing bodies had been published by a stock exchange release on 25 February 2025, from which date they had been available on the company's website.

It was recorded that the documents to be kept available under the Finnish 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 general meeting had been convened in accordance with the provisions of the articles of association and the Finnish Limited Liability Companies Act and that the meeting was therefore legal.

The notice convening the general meeting was attached to the minutes (Appendix 2).

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

It was recorded that shareholders who have properly registered for the general meeting before the end of the registration period and who are entitled to participate in the general meeting in accordance with chapter 5, sections 6 and 6a of the Finnish Limited Liability Companies Act and who either have voted in advance within the advance voting period or participate in the general meeting at the meeting venue are deemed shareholders participating in the meeting.

A list of attendees at the beginning of the meeting and a list of votes were presented, according to which 23 shareholders in total were represented at the general meeting, either by having voted in advance or being present at the meeting venue in person or through a statutory representative or authorised proxy representative. It was recorded that a total of 17,900,505 shares and an equal number of votes were represented at the beginning of the meeting.

The list of attendees and votes as at the beginning of the meeting was adopted and attached to the minutes (Appendix 3). It was noted that the list of votes

would be confirmed to correspond to the attendance at the beginning of a possible vote.

It was noted that the company's shareholder register was available for viewing in the general meeting.

It was noted that in addition to the shareholders, their representatives and the chairperson and the secretary of the meeting, current members of the company's board of directors, the company's current CEO, new CEO and other senior management, the company's responsible auditor as well as meeting officials and technical staff were present in the meeting room.

6 PRESENTATION OF THE FINANCIAL STATEMENTS, THE REPORT OF THE BOARD OF DIRECTORS, THE AUDITOR'S REPORT AND THE ASSURANCE OPINION ON THE SUSTAINABILITY REPORTING FOR THE YEAR 2024

It was noted that the documents relating to the company's financial statements for the year 2024 had been published by a stock exchange release on 25 February 2025, from which date they had been on display and available on the company's website.

CEO Siina Saksi presented the main points of the 2024 financial statements and report of the board of directors and gave the CEO's review.

Niklas Oikia, APA, ASA, presented the audit, sustainability reporting assurance, the audit report and the assurance opinion on the sustainability reporting.

The CEO's review and the documents relating to the financial statements were attached to the minutes ([Appendices 4 and 5](#)).

It was noted that the financial statements, the consolidated financial statements, the report of the board of directors, the auditor's report and the assurance opinion on the sustainability reporting had been duly presented.

7 ADOPTION OF THE FINANCIAL STATEMENTS AND THE CONSOLIDATED FINANCIAL STATEMENTS

The financial statements of the parent company and the consolidated financial statements for the financial year 2024 were adopted.

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

It was noted that the board of directors had proposed to the general meeting that no dividend be paid based on the balance sheet to be adopted for the financial year 2024.

It was resolved in accordance with the proposal of the board of directors that no dividend be paid for the year 2024.

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

It was noted that the discharge from liability for the financial year 2024 applied to the following persons who had served as the members of the board of directors and as the CEO:

- Tapio Pajuharju, chairperson of the board
- Kati Hagros, member of the board
- Paul-Petteri Savolainen, member of the board
- Mika Uotila, member of the board
- Mikko Wirén, member of the board
- Maria Pajamo, member of the board
- Jarno Suominen, member of the board until 9 April 2024
- Tomi Laaksola, member of the board as of 9 April 2024
- Siina Saksi, CEO

It was resolved to discharge the aforementioned persons who had served on the board of directors and as the CEO from liability for the financial year 2024.

10 CONSIDERATION OF THE REMUNERATION REPORT FOR GOVERNING BODIES

It was noted that the company's remuneration report for governing bodies for 2024 was published by a stock exchange release on 25 February 2025, from which date it had been available for viewing on the company's website.

The remuneration report was attached to the minutes ([Appendix 6](#)).

It was resolved to approve the presented remuneration report for governing bodies. The resolution was advisory.

It was recorded that under this agenda item, shareholders who had voted in advance cast 274,261 abstaining votes.

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

It was noted that shareholders that on the date of the notice convening the meeting represented in aggregate approximately 48% of the votes vested in the company's shares had proposed to the general meeting that the remuneration of the board of directors remain unchanged and in accordance with the resolution made by the annual general meeting on 9 April 2024 and that the members of the board of directors be paid monthly remuneration as follows:

- EUR 5,000 per month for the chairperson of the board and
- EUR 2,500 each per month for all other members of the board.

In addition, it was proposed that the members of the board of directors' committees be paid a meeting fee of EUR 300 for each committee meeting. It was proposed that the reasonable travelling expenses of the members of the board of directors be compensated in accordance with the company's travelling policy and practices.

It was resolved to approve the shareholders' proposal on the remuneration payable to the members of the board of directors.

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

It was noted that pursuant to article 4 of the articles of association, the company's board of directors comprises a minimum of three (3) and a maximum of ten (10) ordinary members. It was also noted that the current number of members of the board of directors is seven (7).

It was noted that shareholders that on the date of the notice convening the meeting represented in aggregate approximately 48% of the votes vested in the company's shares had proposed to the general meeting that seven (7) members be elected to the board of directors.

It was resolved to approve the shareholders' proposal and elect seven (7) members to the board of directors.

13 ELECTION OF THE MEMBERS OF THE BOARD OF DIRECTORS

It was noted that pursuant to the Finnish Limited Liability Companies Act and the articles of association of the company, the members of the board of directors must be elected in the annual general meeting. The meeting had resolved to elect seven (7) members for a term ending at the end of the next annual general meeting following the election.

It was noted that shareholders that on the date of the notice convening the meeting represented in aggregate approximately 48% of the votes vested in the company's shares had proposed to the general meeting that Tapio Pajuharju, Paul Savolainen, Mika Uotila, Kati Hagros, Mikko Wirén, Maria Pajamo and Tomi Laaksola be re-elected as members of the board of directors for a term ending at the end of the next annual general meeting following the election.

It was noted that all individuals proposed for election to the board of directors had given their consent to the election and that the personal information and positions of trust of the proposed individuals as well as the evaluations of their independence had been available on the company's website.

It was resolved in accordance with the proposal to elect Tapio Pajuharju, Paul Savolainen, Mika Uotila, Kati Hagros, Mikko Wirén, Maria Pajamo and Tomi Laaksola as members of the board of directors for a term ending at the end of the next annual general meeting following the election.

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 against its reasonable invoice as approved by the company.

It was resolved in accordance with the proposal of the board of directors that the auditor's fees be paid against its reasonable invoice as approved by the company.

15 ELECTION OF THE AUDITOR

It was noted that, under article 8 of the company's articles of association, the company has one (1) auditor, which must be an audit firm approved by the Finnish Patent and Registration Office. The auditor is elected in the annual general meeting for a term ending at the end of the next annual general meeting following the election.

It was noted that, upon the recommendation of the audit committee, the board of directors had proposed the re-election of the company's current auditor, audit firm KPMG Oy Ab, which had stated that Niklas Oikia, APA, will act as the responsible auditor. The term of the auditor will end at the end of the next annual general meeting following the election.

It was resolved in accordance with the proposal of the board of directors to re-elect the company's current auditor, audit firm KPMG Oy Ab, for a term ending at the end of the next annual general meeting following the election.

16 RESOLUTION ON THE REMUNERATION PAYABLE TO THE SUSTAINABILITY REPORTING ASSURER

It was noted that the board of directors had proposed to the general meeting that the sustainability reporting assurer's fees be paid against a reasonable invoice as approved by the company.

It was resolved in accordance with the proposal of the board of directors that the sustainability reporting assurer's fees be paid against a reasonable invoice as approved by the company.

17 ELECTION OF THE SUSTAINABILITY REPORTING ASSURER

It was noted that during the financial year 2024, the company's auditor, authorised sustainability audit firm KPMG Oy Ab, acted as the company's sustainability reporting assurer in accordance with the transitional provision of the Act Amending the Finnish Limited Liability Companies Act (1252/2023).

It was noted that, upon the recommendation of the audit committee, the board of directors had proposed to the general meeting that KPMG Oy Ab, sustainability audit firm, be re-elected as the company's sustainability reporting assurer. KPMG Oy Ab has notified that Niklas Oikia, ASA, will act as the responsible sustainability reporting assurer. The term of the sustainability reporting assurer will end at the end of the next annual general meeting following the election.

It was resolved in accordance with the proposal of the board of directors to re-elect the company's current sustainability reporting assurer, sustainability audit firm KPMG Oy Ab, for a term ending at the end of the next annual general meeting following the election.

18 AUTHORISING THE BOARD OF DIRECTORS TO DECIDE ON THE REPURCHASE OF THE COMPANY'S OWN SHARES

It was noted that the board of directors had proposed that the general meeting authorise the board of directors to decide on the repurchase of the company's own shares using the company's unrestricted equity under the following terms and conditions.

1. The total maximum number of shares to be repurchased under the authorisation is 2,500,000 shares, which corresponds to approximately 10.0% of all the shares in the company.
2. The shares will be repurchased in trading on Nasdaq Helsinki Oy's regulated market at a price formed in public trading on the date of repurchase. The shares can be repurchased otherwise than in proportion to the existing shareholdings of the company's shareholders.

3. The shares will be repurchased using the company's distributable unrestricted equity.
4. This authorisation replaces prior authorisations granted to the board of directors to repurchase the company's own shares.
5. The authorisation is valid until the end of the annual general meeting of 2026, but in any case no later than 18 months from the general meeting's resolution on authorisation.

It was resolved to authorise the board of directors to decide on the repurchase of the company's own shares in accordance with the proposal of the board of directors.

19

AUTHORISING THE BOARD OF DIRECTORS TO DECIDE ON THE ISSUANCE OF SHARES AS WELL AS THE ISSUANCE OF OPTION RIGHTS AND OTHER SPECIAL RIGHTS ENTITLING TO SHARES

It was noted that the board of directors had proposed that the general meeting authorise the board of directors to decide on the issuance of shares in one or more tranches as well as on the issuance of option rights and other special rights entitling to shares as referred to in chapter 10, section 1 of the Finnish Limited Liability Companies Act as follows.

1. The total maximum number of shares to be issued under the authorisation is 2,500,000 shares, which corresponds to approximately 10.0% of all the shares in the company.
2. The board of directors decides on all the terms and conditions regarding the issuance of shares and the issuance of option rights and other special rights entitling to shares. The authorisation concerns both the issuance of new shares and the transfer of the company's own shares.
3. The share issues and the issuances of option rights and other special rights entitling to shares can take place in deviation from the shareholders' preemptive subscription right (directed issue) if the company has a weighty financial reason to do so, such as the financing or the implementation of a merger or acquisition, the development of the company's equity structure or the implementation of the company's incentive schemes.
4. The total maximum number of shares to be issued for the purpose of implementing the company's incentive schemes is 260,000 shares, which corresponds to approximately 1.0% of all the shares in the company. For the avoidance of doubt, the above number of shares to be issued for the implementation of incentive schemes is included in the overall number of the issuance authorisation referred to in subsection 1. above.
5. Based on the authorisation, the board of directors is also authorised to decide on a share issue without payment directed to the company itself, provided that the number of shares held by the company after the issue would be a maximum of 10% of all the shares in the company. This amount includes shares that may be held by the company and its subsidiaries in the manner provided for in chapter 15, section 11, subsection 1 of the Finnish Limited Liability Companies Act.
6. The authorisation replaces prior share issue authorisations granted to the board of directors.

7. The authorisation is valid until the end of the annual general meeting of 2026, but in any case no later than 18 months from the general meeting's resolution on authorisation.

It was resolved to authorise the board of directors to decide on the issuance of shares as well as on the issuance of option rights and other special rights entitling to shares as referred to in chapter 10, section 1 of the Finnish Limited Liability Companies Act in accordance with the proposal of the board of directors.

20

AMENDMENT OF THE ARTICLES OF ASSOCIATION

It was noted that the board of directors had proposed to the general meeting that article 10 of the company's Articles of Association currently in force concerning the Annual General Meeting be amended to allow for the holding of both Annual General Meetings and Extraordinary General Meetings in Turku, Espoo and Helsinki and completely without a meeting venue as a remote meeting. The title of the article 10 is accordingly changed to "The General Meeting".

Further, the board of directors had proposed to the general meeting that the list of items on the agenda of the Annual General Meeting in said article would be updated by adding references to the remuneration policy (new sub-item 7), the remuneration report (new sub-item 8) and the remuneration (supplement to the current sub-item 10) and election of the sustainability reporting assurer (new sub-item 13). In addition, the numbering of the sub-items of article 10 of the Articles of Association is amended as required by the addition of the sub-items. It had been proposed that the Articles of Association remain unchanged in other respects.

It was noted that the board of director's proposal to amend the Articles of Association had been attached to the invitation to the meeting and presented at the general meeting. The board of directors' proposition for amending the Articles of Association was attached to the minutes (Appendix 7).

It was decided to amend the Articles of Association in accordance with the proposal of the board of directors.

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CLOSING OF THE MEETING

It was noted that the items listed in the notice convening the meeting had been considered.

It was noted that the minutes of the general meeting will be available on the company's website no later than two weeks from the meeting, i.e. no later than on 22 April 2025.

The chairperson thanked the participants and declared the meeting closed at 10:59 a.m.

[signature page to follow]

Chairperson of the general meeting:

Pauliina Tenhunen

In fidei:

Teresa Kauppila

The minutes have been scrutinised and approved by:

Aino Nylander

APPENDICES

- Appendix 1 Summaries of the votes cast in advance
- Appendix 2 Notice convening the annual general meeting
- Appendix 3 List of attendees and the list of votes at the beginning of the meeting
- Appendix 4 CEO's review
- Appendix 5 Documents relating to the financial statements
- Appendix 6 Remuneration report 2024
- Appendix 7 The board of directors' proposition for amending the Articles of Association